DOCUMENT RESUME

ED 409 796 HE 030 326

TITLE Thirtieth Annual Rank-Order Distribution of Administrative

Salaries Paid, 1996-97.

INSTITUTION Arkansas Univ., Fayetteville. Office of Institutional

Research.

PUB DATE May 97

NOTE 158p.; For previous edition, see ED 392 327.

AVAILABLE FROM Office of Institutional Research, University of Arkansas,

125 Admin. Bldg., Fayetteville, AR 72701 (\$30).

PUB TYPE Numerical/Quantitative Data (110)

EDRS PRICE MF01/PC07 Plus Postage.

DESCRIPTORS Administrators; *College Administration; Comparative

Analysis; Compensation (Remuneration); Higher Education; National Surveys; *Salaries; Salary Wage Differentials; *State Universities; Statistical Data; Tables (Data)

ABSTRACT

This report presents comparative data collected from 87 state-supported universities in 45 states, and 27 university systems representing 21 states, on the administrative salaries they paid in 1996-97. The salaries are presented in rank-order (from highest to lowest) to facilitate companisons of a participant's relative standing with other universities. Salaries are reported only for full-time administrators. The report includes officers whose responsibilities and functions range from that of a director of a single office to the university president. Statistical data, comprising nearly the entire report, are divided into three main sections. The first section provides the ranking of salaries paid among all participating universities, including the average of those salaries paid at institutions belonging to the National Association of State Universities and Land-Grant Colleges. The second section is a series of tables showing the salaries paid among the 87 participating institutions, first presented overall and then by the 9 geographic regions defined by the Equal Employment Opportunity Commission. The third section comprises a table of salaries paid to the university system officers. An index is included. (JLS)



THIRTIETH ANNUAL RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES PAID 1996-97

THIS REPORT SUMMARIZES THE RESULTS
OF A QUESTIONNAIRE STUDY
OF EIGHTY-SEVEN STATE-SUPPORTED
UNIVERSITIES REPRESENTING FORTY-FIVE STATES
AND TWENTY-SEVEN UNIVERSITY SYSTEMS
REPRESENTING TWENTY-ONE STATES

Prepared by the University of Alabama and University of Arkansas



OFFICE OF INSTITUTIONAL RESEARCH UNIVERSITY OF ARKANSAS MAY 1997

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THE UNIVERSITY OF ALABAMA



August 1, 1997

MEMORANDUM

TO:

Recipient of the 1996-97 Arkansas Administrative Salary Survey

FROM:

Michael R. O'Rear, Ph.D.

Associate Director

RE:

Corrections for 1996-97 Arkansas Administrative Salary Survey

After publication of the 1996-97 Arkansas Administrative Salary Survey, two typographical errors and one data error were noted. The typographical errors are:

- 1. In the Table I list of participating institutions, The University of Nebraska, Lincoln was inadvertently omitted. The data for the University of Nebraska, Lincoln was included in Table I.
- 2. In the Table III list of participating institutions, "University of Nebraska, Lincoln" should read "University of Nebraska."

The data error occurred for Treasurer/Bursar and affects Table I and Table II, Chicago Region. The treasurer/bursar salary of \$11,152 should be \$111,152. The corrected analyses for Treasurer/Bursar in Tables I and II are given overleaf.

On behalf of the Offices of Institutional Research at The University of Alabama and the University of Arkansas, I apologize for the errors and any inconvenience they have caused.

MRO:tc



TABLE I CORRECTIONS

FINANCIAL ADMINISTRATOR:		FINANCIAL ADM	INISTRATOR		
TREASU	RER OR BURSAR	TREASURER OR BURSAR			
		INCASONER S	N DONOAN		
RANK	SALARY	RANK	SALARY		
1	141,600 ×	45	49,597 ×		
2	111,152 *	46	49,490 ×		
3	89,410 ×	47	49,300 ×		
4	89,000 ×	48	45,400 ×		
5	87,570 ×	49	42,509 ×		
6	83,342 ×	50	41,881 ×		
7	80,779 ×	51	41,142 ×		
8	78,484 ×	52	35,000 ×		
9	77,724	53	31,950 ×		
10	77,305 ×	54	29,088 ×		
11	75,000 ×				
12	73,000 ×	AVERAGE "*"	63,408		
13	72,312 ×	AVERAGE ALL	62,400		
14	71,000 ×				
15	68,826 ×	AVERAGE R1	70,955		
16	68,557 ×	AVERAGE R2	62,164		
17	66,828 ×	AVERAGE D1	53,997		
18	64,473 ×				
19	64,405 ×	LEVEL 3 AVG	86,921		
20	62,000 ×	LEVEL 4 AVG	62,080		
21	61,390 ×	LEVEL 5 AVG	55,724		
22	61,388 ×				
23	61,300 ×				
24	60,669 ×	TABLE II COR	RECTIONS		
25	60,568 ×	CHICAGO R	EGION		
26	59,796 ×				
27	59,700 ×	FINANCIAL ADM	INISTRATOR		
28	59,537 ×	TREASURER O	R BURSAR		
29	59,500 ×				
30	57,163 ×	RANK	SALARY		
31	57,000 ×	1	111,152 ×		
32	56,418	2	78,484 ×		
33	56,152 ×	3	77,724		
34	(55,656)*	4	72,312 ×		
35	54,900 ×	5	68,557 ×		
36	54,684	6	62,000 ×		
37	54,256 ×	7	60,669 ×		
38	53,841 ×	8	59,700 ×		
39	52,515 ×	9	56,418		
40	52,220 ×	10	54,684		
41	51,996 ×	11	52,515 ×		
42	50,718 ×		-		
43	50,247 ×	AVERAGE "*"	70,674		
44	49,888 ×	AVERAGE ALL	68,565		



A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

INTRODUCTION

This study is the thirtieth annual administrative salary survey conducted by the Office of Institutional Research, University of Arkansas, Fayetteville. To develop comparable averages, the survey largely consists of Doctoral I, Research I, Research II, and Land-Grant institutions. The universities are not identified with their salaries. Also, when the number of respondents for a particular position is fewer than three, the responses are omitted from this study. Salaries are reported only for full-time administrators. The study includes officers whose responsibilities and functions range from that of the director of a single office to the institution's chief executive officer.

The salaries are displayed in rank order to facilitate comparisons of a participant's relative standing with other universities. Each university can identify its own salary for a given position and find its rank. A salary enclosed in parentheses identifies that individual salary as being paid for someone filling dual functions. Salaries within the parentheses are included in each position's averages. Salaries marked with an asterisk indicate membership in the National Association of State Universities and Land-Grant Colleges (NASULGC). Only one reported salary from an institution is included for each position.

The primary purpose of this study has always been to provide comparable and comprehensive information in a manner that will be useful to the participants. The University of Arkansas's Office of Institutional Research wishes to thank all of the respondents for their participation. The University of Arkansas' OIR gives special thanks to the University of Alabama OIR for processing the survey data this year. Their generous efforts prevented a break in the thirty years of data available through this survey. We are grateful to them.



DESCRIPTION

TABLE I

The first section provides the ranking of salaries paid among all participating universities. Questionnaires were sent to one hundred and twenty-six universities in forty-nine states. From this group, responses are included from eighty-seven institutions in forty-five states, for a response rate of sixty-nine percent.

Salaries in this section coded with an asterisk indicate that the salary is from a university which is a member of NASULGC. The average salaries printed after each position's rank order of salaries are: the average of ALL reported salaries, the average salaries for those institutions belonging to NASULGC, the average salaries by Carnegie classifications, and the averages by the Levels reported for the position.

NOTE: Averages by Carnegie classification are only calculated for populations of ten or more institutions in a position. Averages were calculated for each Level when three or more salaries were reported in a position.

TABLE II

The second section is a series of tables showing the salaries paid among the eighty-seven participants divided into the nine geographic regions defined by the Equal Employment Opportunity Commission except that the New York and Boston regions are combined and the San Francisco and Seattle Regions are combined to assure sufficient responses for average calculations. The responding universities in each region are listed at the beginning of the appropriate section. This section includes two averages, one for ALL the reported salaries and one for the NASULGC members in each region.

TABLE III

The third section is a table of salaries paid to the university system officers. For the purposes of the survey, a university system is defined as one which has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at doctorate-granting level. Questionnaires were sent to forty-one university systems in thirty-two states, and responses were received from twenty-seven university systems in twenty-one states for a response rate of sixty-six percent. This section contains two averages for each position: Averages for ALL salaries reported in that position and averages by the Level for the reported positions.



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DEFINITION OF CATEGORIES

Carnegie Foundation Classifications:

Research Universities I: These institutions offer a full range of baccalaureate programs, are committed to graduate education through the doctorate, and give high priority to research. They award 50 or more doctoral degrees each year. In addition, they receive annually \$40 million or more in federal support.

Research Universities II: These institutions offer a full range of baccalaureate programs, are committed to graduate education through the doctorate, and give high priority to research. They award 50 or more doctoral degrees each year. In addition, they receive annually between \$15.5 million and \$40 million in federal support.

Doctoral Universities I: These institutions offer a full range of baccalaureate programs and are committed to graduate education through the doctorate. They award at least 40 doctoral degrees annually in five or more disciplines.

Levels of Responsibility

- Level I Responsibility for the operation of the institution. This person is an executive officer at the presidential level.
- Level 2 Responsibility for a principal segment of the institution's operation. This person is an executive officer at the vice presidential level.
- Level 3 Responsibility for the administration of a major operational unit with a number of subdivisions within the unit. Typically: dean, associate vice president, assistant vice president.
- Level 4 Responsibility for the administration of a single operational unit. Typically: director, manager, coordinator.
- Level 5 Anyone reporting to a dean, director, manager or coordinator.



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TABLE I A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG EIGHTY-SIX UNIVERSITIES

IN FORTY-FIVE STATES

This table summarizes the data for eighty-six universities in forty-five states. For making this report possible, the University of Arkansas wishes to thank the following participating schools.

- *ARIZONA STATE UNIVERSITY
- *AUBURN UNIVERSITY

BALL STATE UNIVERSITY

- *CLEMSON UNIVERSITY
- *COLORADO STATE UNIVERSITY
- *FLORIDA STATE UNIVERSITY
- *GEORGIA STATE UNIVERSITY ILLINOIS STATE UNIVERSITY
- *IOWA STATE UNIVERSITY
- *KANSAS STATE UNIVERSITY
- *KENT STATE UNIVERSITY
- *LOUISIANA STATE UNIVERSITY AND A & M COLLEGE
- *MIAMI UNIVERSITY
- *MICHIGAN STATE UNIVERSITY
- *MISSISSIPPI STATE UNIVERSITY
- *MONTANA STATE UNIVERSITY-BOZEMAN
- *NEW MEXICO STATE UNIVERSITY
- *NORTH CAROLINA STATE UNIVERSITY
- *NORTH DAKOTA STATE UNIVERSITY
- *NORTHERN ARIZONA

NORTHERN ILLINOIS UNIVERSITY

- *OHIO STATE UNIVERSITY
- *OHIO UNIVERSITY
- *OKLAHOMA STATE UNIVERSITY
- *OREGON STATE UNIVERSITY
- *RUTGERS UNIVERSITY
- *SOUTHERN ILLINOIS UNIVERSITY AT CARBONDALE
- *STATE UNIVERSITY OF NEW YORK AT ALBANY
- *STATE UNIVERSITY OF NEW YORK AT BINGHAMTON
- *STATE UNIVERSITY OF NEW YORK AT BUFFALO
- *STATE UNIVERSITY OF NEW YORK AT STONY BROOK
- *TEMPLE UNIVERSITY
- *TENNESSEE STATE UNIVERSITY
- *TEXAS A & M UNIVERSITY
- *TEXAS TECH UNIVERSITY

TEXAS WOMAN'S UNIVERSITY

^{*}Member of National Association of State Universities & Land-Grant Colleges.



TABLE I (Continued)

- *THE UNIVERSITY OF AKRON
- *THE UNIVERSITY OF ARIZONA
- *THE UNIVERSITY OF MEMPHIS
- *THE UNIVERSITY OF MICHIGAN
- *THE UNIVERSITY OF MISSISSIPPI
- *THE UNIVERSITY OF NORTH CAROLINA CHAPEL HILL
- *THE UNIVERSITY OF NORTH CAROLINA AT GREENSBORO
 THE UNIVERSITY OF TEXAS AT DALLAS
- *THE UNIVERSITY OF TEXAS, AUSTIN
- *UNIVERSITY OF ALABAMA
- *UNIVERSITY OF ALABAMA AT BIRMINGHAM
- *UNIVERSITY OF ARKANSAS
- *UNIVERSITY OF CALIFORNIA, SANTA BARBARA
- *UNIVERSITY OF CINCINNATI
- *UNIVERSITY OF COLORADO AT BOULDER
- *UNIVERSITY OF CONNECTICUT
- *UNIVERSITY OF DELAWARE
- *UNIVERSITY OF GEORGIA
- *UNIVERSITY OF HOUSTON
- *UNIVERSITY OF IDAHO
- *UNIVERSITY OF ILLINOIS AT CHICAGO
- *UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
- *UNIVERSITY OF KANSAS
- *UNIVERSITY OF KENTUCKY
- *UNIVERSITY OF LOUISVILLE
- *UNIVERSITY OF MAINE
- UNIVERSITY OF MARYLAND AT BALTIMORE
- *UNIVERSITY OF MARYLAND, COLLEGE PARK
- *UNIVERSITY OF MASSACHUSETTS/AMHERST
- *UNIVERSITY OF MISSOURI-COLUMBIA
- *UNIVERSITY OF MISSOURI-KANSAS CITY
- *UNIVERSITY OF NEVADA, RENO
- *UNIVERSITY OF NEW HAMPSHIRE
- *UNIVERSITY OF NORTH TEXAS
- *UNIVERSITY OF NORTHERN COLORADO
- *UNIVERSITY OF OKLAHOMA
- *UNIVERSITY OF OREGON
- *UNIVERSITY OF RHODE ISLAND
- *UNIVERSITY OF SOUTHERN MISSISSIPPI
- *UNIVERSITY OF TENNESSEE, KNOXVILLE
- *UNIVERSITY OF TOLEDO
- *UNIVERSITY OF UTAH
- *UNIVERSITY OF VERMONT

^{*}Member of National Association of State Universities & Land-Grant Colleges.



TABLE I (Continued)

- *UNIVERSITY OF VIRGINIA
- *UNIVERSITY OF WISCONSIN, MILWAUKEE
- *UNIVERSITY OF WYOMING
- *UTAH STATE UNIVERSITY
- *VIRGINIA COMMONWEALTH UNIVERSITY
- *VIRGINIA POLYTECHNIC INST. & STATE UNIVERSITY
- *WASHINGTON STATE UNIVERSITY
- *WEST VIRGINIA UNIVERSITY

^{*}Member of National Association of State Universities & Land-Grant Colleges.



			•	•	
CHIEF EXECUT	TIVE OFFICER:	RANK	SALARY	RANK	SALARY
MULTI-CAMP	PUSES CHIEF	17	191,034 *	68	123,650 ×
EXECUTIVE	OFFICER	18	190,844 *	69	120,018 *
		19	(190,000)×	70	116,964 *
RANK	SALARY	20	186,000	71	116,400 *
1	270,000 ×	21	185,400 ×	72	115,000 ×
2	255,000 ×	22	184,374 ×	73	113,300 ×
3	250,000 ×	. 23	183,260 ×		
4	231,012 *	24	181,100 ×	AVERAGE "*	168,437
5	211,150 *	25	180,000 ×	AVERAGE ALL	169,066
6	208,000 ×	26	179,846 ×		
7	190,000 ×	27	179,500 ×	AVERAGE R1	183,955
8	185,000 ×	28	174,408 ×	AVERAGE R2	152,864
9	181,680 ×	29	173,247 *	AVERAGE D1	161,083
10	171,630 ×	30	171,600 ×		
11	166,000 ×	` 31	170,000 ×	LEVEL 1 AV	169,378
12	165,279 ×	32	170,000 ×		
13	164,000 ×	33	167,942 ×		
14	161,004 *	34	167,940 ×	FINANCIAL	ADMINISTRATOR:
15	157,600 ×	35	167,270	CHIEF FI	NANCIAL
16	143,300 *	36	166,305 ×	OFFICER	
17	134,675 ×	37	165,279 *		
18	106,856 ×	38	164,004 *	RANK	SALARY
	·	39	162,800 *	1	215,881 ×
AVERAGE "*"	186,233	40	160,008	2	(190,000)×
AVERAGE ALL		41	160,000 *	3	167,000 ×
	•	42	159,422 *	4	163,541 ×
		43	157,246	5	163,200 *
LEVEL 1 AVG	186,233	44	155,000 ×	6	158,000 ×
	200,200	45	154,913 ×	7	157,752 *
		46	153,390 ×	8	153,200 ×
CHIEF EXECU	TIVE OFFICER:	47	153,000 ×	. 9	149,350 ×
	T INSTITUTION	48	151,462 ×	10	149,000 ×
	C. OFFICER	49	150,000	11	147,000 ×
- CALL		50	150,000 ×	12	146,300 ×
RANK	SALARY	51	148,720 *	13	144,200 ×
1	280,000 ×	52	147,146 *	14	141,000 ×
2	260,709 ×	53	146,554 *	15	140,006 ×
3	255,000 ×	54	145,000 *	16	140,000 ×
. 4	236,000	55	144,708 ×	`17	140,000 ×
5	233,000 *	56	142,290 *	18	136,500 ×
6	223,173 ×	57	140,036 *	19	135,200 ×
7	217,440 ×	58	138,800 ×	20	135,094 ×
8	216,000 ×	59	138,000 *	21	(132,540)×
9	216,000 ×	60	137,009 ×	22	132,500 ×
10	214,000 ×	61	134,573 ×	23	132,000 *
11	207,700 ×	62	133,000 ×	24	131,808 *
12	203,200 *	63	130,000 ×	25	131,034 *
13	201,000 *	64	129,840 *	26	130,600 ×
14	198,000 ×	65	126,000 *	27	130,000 *
15	195,000 ×	66	125,000 ×	28	129,000 *
16	192,000 ×	67	125,000 ×	29	125,560 ×
	-			I LEVEL = LEVEL OF	
MASULGI	, RI - RESEARUN	T WE - WESTAMON .	T DI - DOCTORAL		



CHIEF FINANCIAL 76 91,836 *	(CONTINUED)
OFFICER 77 88,600 * AVER/	AGE "*" 104,441
AVED	AGE ALL 104,178
RATIK SALARI	NOT ALL 101/110
(CONTINUED) 30 125.181 * AVERAGE "*" 122,977 AVER/	AGE R1 115,879
30 125/202 1	102 N2 112/3//
I FUFI	2 AVG 136,302
JE JETIOS A LEVEL	3 AVG 93,784
	•
FTMA	NCIAL ADMINISTRATOR:
30 121,722	SOC. VP FOR BUSINESS
	FAIRS/BUSINESS MGR.
30 120,000 -	
- DANIEL DATE DATE DATE DATE DATE DATE DATE DATE	K SALARY
	147,499
	140,000 *
42	138,116 *
The state of the s	134,000 *
44 114,129 * RANK SALAKY 4 45 113,958 * 1 183,000 * 5	131,700 *
46 113,420 × 2 147,309 × 6	131,408 ×
70	120,000 *
47 112,900 × 3 143,500 × 7 48 112,000 4 138,000 × 8	119,900 ×
49 111,000 × 5 129,700 × 9	118,450 ×
50 110,928 6 125,000 * 10	114,400 *
51 110,844 7 119,480 * 11	105,240
52 110,210 × 8 117,900 × 12	103,960 ×
53 109,775 × 9 110,000 × 13	101,800 *
54 108,508 10 109,585 * 14	98,500 ×
55 107,000 × 11 107,968 × 15	96,102 *
56 106,881 × 12 106,600 × 16	92,900 ×
57 105,823 × 13 99,621 × 17	(92,100)*
58 104,690 × 14 97,900 × 18	90,300 ×
59 104,667 × 15 97,059 19	89,578 ×
60 104,650 × 16 (95,814)× 20	87,390 ×
61 104,000 * 17 91,514 * 21	87,045 ×
62 103,800 × 18 91,110 × 22	86,200 ×
63 103,500 × 19 90,000 × 23	85,698 ×
64 102,900.* 20 87,622 * 24	85,000 ×
65 102,600 × 21 84,200 × 25	84,000 ×
66 100,940 * 22 83,600 * 26	82,500 ×
67 100,799 23 82,400 × 27	81,750 ×
68 100,300 × 24 81,613 × 28	81,312 ×
69 99,493 * 25 (79,601)* 29	80,628
70 97,272 × 26 77,500 × 30	(79,368)×
71 97,000 × 27 76,380 × 31	76,745 ¥
72 96,500 × 28 63,000 × 32	75,785 ×
73 96,425 * 33	75,105 ×
74 94,800 × 34	64,374 ×
75 94,000 *	



FINANCIAL	ADMINISTRATOR:	RANK	SALARY	RANK	SALARY
ASSOC. VP FOR BUSINESS		32	66,792 ×	((CONTINUED)
AFFAIRS.	/BUSINESS MGR.	33	62,654 ×		
		34	50,470 ×	AVERAGE "*	" 96,985
	(CONTINUED)	•		AVERAGE AL	L 97,083
		AVERAGE "*"	94,298		
AVERAGE "	×" 98,241	AVERAGE ALL	93,742	AVERAGE R1	103,075
AVERAGE A	-				•
AVERNOE A	///	AVERAGE R1	104,893	LEVEL 3 AV	G 96,908
AVERAGE R	1 107,184	AVERAGE D1	79,273	22132 5	
AVERAGE R	1 107,104	AVERAGE DI	,,,,,,		
LEVEL 2 A	VG 128,072	LEVEL 2 AVG	127,450	FINANCIAL	ADMINISTRATOR:
LEVEL 3 A		LEVEL 3 AVG	•	•	AUDITOR
LEVEL 4 A	•	LLVLL 3 AVG	0,,,,,		NODE TO N
LEVEL 4 A	VG 71,31/				
		ETNANCTAL A	DMINISTRATOR:	RANK	SALARY
	ADMINISTRATOR.			1	95,476 ×
	ADMINISTRATOR:	ASSOC. VP		2	93,750 ×
	VP FOR HUMAN	FACILITIE	S PLANNING		-
RESOURC	ES			3	91,900 ×
		RANK	SALARY	· • 4	88,100 ×
RANK	SALARY	1	140,000 ×	5	85,975 ×
1	151,000 ×	2	123,376 ×	6	83,720 ×
2	135,798 ×	3	113,000 *	7	83,364 ×
3	135,000 ×	4	109,710 *	8	82,700 ×
4	120,000 ×	5	108,000 ×	9	82,575 ×
5	119,500 ×	6	106,980 ×	10	82,203 ×
6	119,000 ×	7	103,999	11	79,975 ×
7	118,450 ×	. 8	103,100 ×	12	75,996 ×
8	117,726 ×	9	101,889 ×	13	75,234 ×
9	109,600 ×	10	101,164 ×	14	75,000 ×
10	107,500 ×	11	101,000 ×	15	74,355 ×
11	(101,200)×	12	101,000 ×	16	72,069 ×
12	101,100	13	100,000 ×	17	71,101 ×
13	99,000 ×	14	99,751 ×	18	70,384 ×
14	97,046 ×	15	99,660 ×	19	70,100 ×
15	91,362	16	95,621 ×	20	69,330 ×
16	88,400 ×	17	95,000 ×	21	69,000 ×
17	87,300 ×	18	93,627 ×	22	68,000 ×
18	85,000 ×	19	93,000	23	66,705 ×
19	84,333 ×	20	92,900 ×	24	66,585 ×
	83,280	21	92,100 ×	25	66,518 ×
20			88,795 ×	26	65,508 ×
21	82,560	22			
22	82,500 ×	23	88,000 ×	27	65,050 ×
23	82,200 ×	24	86,340 ×	28	65,000 ×
24	82,000 ×	25	85,200 ×	29	63,933
25	80,105 ×	26	84,572 ×	30	63,900 ×
26	79,716 ×	27	83,466 ×	31	63,610 ×
27	76,500 ×	28	83,148 ×	32	63,001 ×
28	76,000 ×	29	80,049 ×	33	62,500 ×
29	73,794 ×	30	. 78,560 ×	34	62,460 ×
30	73,258 ×	. 31	76,560 ×	35	62,118 ×
31	67,100 ×			36	61,800 ×
* = NASU	LGC R1 = RESEARCH I	R2 = RESEARCH II	D1 = DOCTORAL	I LEVEL = LEVEL OF	RESPONSIBILITY



FINANCIAL ADMINISTRATOR:		RANK	SALARY	RANK	SALARY
INTERNAL AUDITOR		(CONTINUED)		33	78,170 ×
				34	78,158 ×
		AVERAGE "	t" 63,472	35	77,000 ×
RANK	SALARY	AVERAGE AL	L 62,984	36	76,426 ×
	INUED)			37	75,960 ×
37	61,800 ×	AVERAGE RI	L 69,984	38	75,201 ×
38	61,655 ×	AVERAGE R	2 60,841	39	74,230 ×
39	61,000 ×	AVERAGE D	L 55,769	40	73,667 ×
40	59,691 ×			41	73,644 ×
41	58,539 ×	LEVEL 2 AV	VG 64,514	42	73,000 ×
42	58,308 ×	LEVEL 3 AV	VG 64,114	43	72,222 ×
43	58,109 ×	LEVEL 4 A		44	71,662 ×
44	57,922		·	45	71,603 ×
45	57,655 ×			46	71,282
46	57,165 ×	FINANCIAL	ADMINISTRATOR:	47	71,159 ×
47	56,647 ×		R OF ACCOUNTING	48	70,560
48	56,124 ×	CONTROL		49	70,040 ×
49	56,083 ×			50	69,420 ×
50	55,176	RANK	SALARY	. 51	69,000 ×
51	55,000 ×	1	139,600 ×	52	68,323 ×
52	54,545	2	123,600 ×	53	68,200 ×
5 3	54,000 ×	3	112,164 ×	54	67,925 ×
54	53,838 ×	4	109,741 ×	55	66,878 ×
5 5	53,742 ×	5	108,558 ×	56	66,602 ×
56	52,500 ×	6	102,482 ×	57 ·	65,417 ×
56 57	52,000 ×	7	(101,556)*	58	65,344 ×
		. , , , , , , , , , , , , , , , , , , ,	97,222 ×	59	65,052 ×
58 50	51,144 50,820 *	9	96,366 ×	60	64,541 ×
59	50,820 × 50,120 ×	10	94,928 ×	61	64,000 ×
60 61	49,572 ×	11	94,500 ×	62	63,880 ×
	48,495 ×	12	93,000 ×	63	62,500 ×
62 43	48,250 ×	13	92,748 ×	64	61,800 ×
63	•	. 14	92,740 ×	65	59,900 ×
64	48,187 × 47,400 ×	15	91,600 ×	66	59,724 ×
65		16	91,225 ×	67	58,432 ×
66	47,380 ×	17	90,739 ×	68	56,260 ×
67	43,000 ×		90,739 × 90,440 ×	69	54,626 ×
68	43,000 ×	18	87,100	70 _.	53,473 ×
69	41,856 ×	19	86,900 ×	70 .	52,280 ×
70	37,824 ×	. 20	86,436 ×	71 72	49,549 ×
71	34,330 ×	21	<u>-</u>	73	48,118
		22	86,405 ×	73	40,110
		23	85,000 ×		
		24	84,946 ×		
		25	83,000 × ·		
		26	81,679 ×		
		27	81,492		,
		28	81,200 ×		
		29	80,728 ×		
		30 73	80,500 ×		
		31	79,156 ×		
		32	78,588 ×	•	•



FINANCIAL	ADMINISTRATOR:	RANK	SALARY	FINANCIAL A	DMINISTRATOR:
DIRECTOR OF ACCOUNTING		30	73,923 ×	DIRECTOR	DF RESEARCH
CONTROL	.LER	31	73,522 ×	ACCOUNTING	3
		32	73,476 ×		
	(CONTINUED)	33	71,550 ×	RANK	SALARY
		34	71,506 ×	1	82,433 ×
AVERAGE '	'×'' 78,867	35	70,700 ×	2	76,003 ×
AVERAGE	ALL 78,377	36	70,500	3	71,532 ×
		37	69,501 ×	. 4	71,159 ×
AVERAGE I	R1 84,173	38	69,269 ×	5 ·	71,064 ×
AVERAGE	R2 75,312	39	69,204	6	64,008 ×
AVERAGE	01 69,557	40	68,772 ×	7	63,290 ¥.
		41	68,300 ×	8	61,228 ×
LEVEL 3	AVG 85,516	42	67,500 ×	9	58,308 ×
LEVEL 4	AVG 72,463	43	67,119 ×	10	56,300
LEVEL 5	AVG 89,202	` 44	66,300 ×	11	55,892 ×
	,	45	65,933	12	54,080 ×
		46	65,177 ×	13	53,313 ×
FINANCIA	L ADMINISTRATOR:	47	64,417 ×	14	51,500 ×
BUDGET	DIRECTOR	48	64,000 ×	15	51,396 ×
		49	63,900 ×	16	49,800 ×
		50	63,000 ×	17	46,700 ×
RANK	SALARY	51	62,712 ×	. 18	46,422 ×
1	136,000 ×	52	62,553 ×	19	44,939 ×
2	106,000 ×	53	62,000 ×	20	43,930 ×
3	104,500 ×	54	61,742 ×	21	41,000 ×
. 4	103,000 ×	55	60,300 ×	. 22	39,265 ×
5	101,838 ×	56	60,000 ×	23	37,745 ×
6	(101,743)×	57	59,328 ×	24	37,326 ×
7	100,549 ×	58	59,025 ×	25	35,807 ×
8	98,000 ×	59	58,522 ×		
9	95,033 ×	60	57,890 ×	AVERAGE "*"	54,506
10	· 93,275 ×	61	55,620 ×	AVERAGE ALL	54,578
· 11	91,700 ×	62	52,620 ×		
12	91,400 ×	63	52,354 ×	AVERAGE R1	60,351
13	91,200 ×	64	50,988 ×		
14	87,300 ×	65	50,000 ×	LEVEL 4 AVG	57,398
15	87,270 ×	66	49,464 ×	LEVEL 5 AVG	45,645
16	85,000 ×	67	48,136 ×		
17	83,800 ×	68	42,276 *	•	
- 18	83,500 ×	69	35,700 ×	FINANCIAL A	DMINISTRATOR:
19	81,750 ×			TREASURER	OR BURSAR
20	81,432 ×	AVERAGE "*"	73,893		
21	81,002 ×	AVERAGE ALL	73,714		
22	80,600 ×			RANK	SALARY
23	80,500 ×	AVERAGE R1	83,761	1	141,600 ×
24	78,672 ×	AVERAGE R2	66,421	2	89,410 ×
25 .	78,179 ×	AVERAGE D1	65,998	3	89,000 ×
26	77,550		•	4	87,570 ×
27	(76,092)×	LEVEL 3 AVG	81,940	5	83,342 ×
28	75,305 ×	LEVEL 4 AVG	71,523	6	80,779 ×
29	75,273 ×			7	78,484 ×
IZAM = #	HCC P1 = DECEADON T	D2 = DESEADON TT	n1 = DOCTORAL	T LEVEL = LEVEL OF I	PESPONSTRTI TTV





FINANCIAL ADMINISTRATOR:		RANK SALARY		RANK	SALARY
TREA	SURER OR BURSAR	54	11,152 *	33	65,835 ×
				34	65,760
		AVERAGE "*"	61,367	35	65,200 ×
RANK	SALARY	AVERAGE ALL	60,549	36	65,004 ×
	NTINUED)		-	37	65,000 ×
8	77,724	AVERAGE R1	66,193	38	65,000 ×
9	77,305 ×	AVERAGE R2	62,164	39	64,652 ×
10	75,000 ×	AVERAGE D1	53,997	40	64,100 ×
11	73,000 ×			41	63,710 ×
12	72,312 ×	LEVEL 3 AVG	86,921	42	63,325 ×
13	71,000 ×	LEVEL 4 AVG	59,699	43	63,036 ×
14	68,826 ×	LEVEL 5 AVG	55,724	44	63,000 ×
15	68,557 ×		22,72	45	62,613 ×
16	66,828 ×	•		46	62,000 ×
17	64,473 ×	FINANCIAL AT	MINISTRATOR:	47	62,000 ×
18	64,405 ×		OF PURCHASING	48	61,950 ×
19	62,000 ×	DIRECTOR	o, rokonkozno	49	61,436 ×
20	61,390 ×			50	60,950 ×
21	61,388 ×	RANK	SALARY	5 <u>1</u>	60,770 ×
	-	1	121,800 ×	52	59,800 ×
22	61,300 ×	2	97,337 ×	53	59,768 ×
23	60,669 ×	3	96,950 ×	54	59,436 ×
24	60,568 ×		92,800 ×	55	59,200 ×
25	59,796 ×	4	=	56	59,059 ×
26	59,700 ×	5	90,607 ×	57	58,488 ×
27	59,537 ×	6	86,396 ×		58,324 ×
28	59,500 ×	7	86,206 ×	58 50	58,180 ×
29	57,163 ×	8	84,600 ×	59	57,773 ×
30	57,000 ×	9	79,400 ×	60 61	57,430 ×
31	56,418	10	79,300 ×		57,430 × 57,000
32	56,152 ×	11	78,400	62 43	56,776 ×
33	(55,656)×	12	77,775 ×	63	56,016 ×
34	54,900 ×	13	77,500 ×	64 4 F	55,666 ×
35	54,684	14	77,368 ×	65	55,580 ×
36	54,256 ×	15	77,225 ×	66 47	55,575 ×
37	53,841 ×	16	75,000 ×	67 68	54,250 ×
38	52,515 ×	17	74,000 ×		•
39	52,220 ×	18	72,947 ×	69	(54,119)×
40	51,996 ×	19	72,540 ×	. 70 71	53,600 × 53,600 ×
41	50,718 ×	20	71,750		52,578 ×
42	50,247 ×	21	71,712 ×	72 73	52,004 ×
43	49,888 ×	22	71,300 ×	73 74	51,852 ×
44	49,597 ×	23	70,452 ×		51,600
45	49,490 ×	24	68,649 ×	75	
46	49,300 ×	25	68,251 ×	76 	50,950 ×
47	45,400 ×	26.	68,187 ×	77	49,531 ×
48	42,509 ×	27	67,529 ×	· 78	49,200 ×
49	41,881	28	67,477 ×	79	45,206 ×
50	41,142 *	29	66,594 ×	80	41,868 ×
51	35,000 ×	30	66,558	81	41,758 ×
52	31,950	31	66,550 ×	82	40,980 ×
53	29,088 *	32	66,070 ×	83	38,883 ×
* = N	ASULGC R1 = RESEARCH I	RZ = RESEARCH II	DI = DOCTORAL I i	LEVEL = LEVEL O	RESPUNSIBILITY

1



FINANCIAL AI	DMINISTRATOR:	RANK	SALARY	RANK	SALARY
DIRECTOR O	F PURCHASING	30	42,408 ×	24	80,000 ×
	•	31	42,393 ×	25	80,000 ×
		32	42,000 ×	26	79,667 ×
(CC	ONTINUED)	33	41,496 *	27	79,450 ×
		34	40,420 ×	28	78,540 ×
AVERAGE "*"	65,059	35	39,984 ×	29	77,500 ×
AVERAGE ALL	65,068	36	38,235 ×	30	77,100 ×
•		37	38,151 ×	31	77,070 ×
AVERAGE R1	71,835	38	37,260 ×	32	76,910 ×
AVERAGE R2	59,328	39	36,734 ×	33	75,000 ×
AVERAGE D1	58,156	40	36,508 ×	34	75,000 ×
		41	27,773 ×	35	74,372 ×
LEVEL 3 AVG	75,922			36	73,495 ×
LEVEL 4 AVG	63,680	AVERAGE "	*" 51,320 ·	37 ·	73,124 ×
LEVEL 5 AVG	64,681	AVERAGE A	LL 51,146	38	72,484 *
				39	71,900 ×
		AVERAGE R	1 56,113	40	70,967 ×
FINANCIAL A	DMINISTRATOR:	AVERAGE R	2 43,319	41	70,500 ¥
DIRECTOR	OF BENEFITS		•	42	70,000 ¥
		LEVEL 4 A	VG 52,025	43	69,840 ×
		LEVEL 5 A	VG 48,266	44	69,168
RANK	SALARY			45	68,600 ×
1	74,435 ×			46	68,000 ×
2	73,542 ×	FINANCIAL	ADMINISTRATOR:	47	67,689 ×
3	68,600 ×	DIRECTO	R OF PERSONNEL	48	65,500 ≭
4	68,185 ×			49	65,260 ×
5	67,571 ×			50	64,313 ×
6	66,300 ×	RANK	SALARY	51	64,100 ×
7	65,655 ×	1	171,696 ×	52	62,400
8	65,525 ×	2	144,500 *	53	61,911 ×
9	63,500 ×	3	100,666 *	54	61,645· ×
10	58,000 ×	4	92,330 ×	55	60,624 ×
11	58,000 ×	5	91,127 *	56	60,000 ×
12	57,200 ×	6	90,700 ×	57	58,414 ×
13	55,925 *	7	90,607 ×	58	56,484 ×
14	54,514 *	8	90,082 ×	59	56,120 ×
15	54,366 ×	9	89,735 ×	60	55,445 ×
16	53,609 ×	10	89,578 ×	61	54,073 ×
17	52,713 ×	11	88,878 ×	62	54,000 ×
18	51,753 ×	12	88,000 ×	63	51,613 *
19	51,327 ×	13	85,490 ×	64	51,302 ×
20	51,124 ×	14	. 85,000 ×		
21	50,004 ×	15	84,600 ×		
22	50,000 ×	. 16	84,460 ×		
23	49,684 ×	17	83,000 ×		
24	48,382 ×	18	82,512 ×		
25	46,266 _, *	19	81,670 ×	•	
26	46,077 ×	20	81,334 *		
27	44,768 ×	21	80,877 ×		
28	44,148	22	80,000 ×		
29	42,432 ×	23	80,000 ×		





FINANCIAL ADMINISTRATOR:		RANK	SALARY	FINANCIAL	ADMINISTRATOR:
DIRECTOR OF PERSONNEL		31	52,864 × .	DIRECTOR	OF FACILITIES
		32	51,500 ×	PLANNING	
		33	51,000 ×		
(1	CONTINUED)	34	50,590 ×	RANK	SALARY
		35	50,486 ×	1	128,232 ×
AVERAGE "*	77,175	36	50,245 *	2	100,664 ×
AVERAGE AL	L 76,819	37	50,004 ×	3	94,100 ×
		38	49,776 ×	4	(93,500)×
AVERAGE R1	87,751	39	49,572	5	90,414
AVERAGE R2	70,490	40	49,488	6	86,000 ×
AVERAGE D1	66,404	41	48,542 ×	7	83,066 ×
		42	48,000 ×	8	81,224 ×
LEVEL 3 AV	G 82,156	43	46,392 *	9	79,926 ×
LEVEL 4 AV		44	46,336 ×	10	79,640 ×
	•	· 45	45,634 ×	·. 11	78,681 ×
		46	45,350 ×	. 12	77,600 ×
FINANCIAL	ADMINISTRATOR:	47	44,000 ×	13	76,729 ×
DIRECTOR	OF PAYROLL	48	43,882 ×	14	76,159 ×
		49	43,747 ×	15	75,425 ×
		50	43,100 ×	16	74,760 ×
RANK	SALARY	51	42,684 ×	17	74,100 ×
1	91,800 ×	52	42,490 ×	18	72,981 ×
2	79,072 ×	53	42,360 ×	19	72,500 ×
3	76,035 ×	54	41,764 ×	20	72,205 ×
4	73,780 ×	55	41,279 ×	21	70,243 ×
5	73,500 ×	56	40,700 ×	22	70,175 ×
6	72,694 ×	57	40,699 ×	23	70,000 ×
7	71,400 ×	58	40,223 ×	24	69,756 ×
8	70,488 ×	59	40,000	25	69,600 ×
9	69,550 ×	60	38,586 ×	26	. 68,500 ×
10	63,768 ×	61	38,472 ×	27	68,251 ×
11	63,527 ×	62	37,500 ×	28	66,963 ×
12	63,465	63	37,452 ×	29	66,939 ×
13	(62,561)×	64	37,417 ×	30	66,919 ×
14	61,800 ×	65	37,038 ×	31	66,164 ×
15	61,200 ×	66	35,027 ×	32	65,810 ×
16	60,000 ×	67	33,700 ×	33	65,295 ×
17	59,600 ×	68	33,000 ×	34	63,998 ×
18	58,673 ×	69	22,268 ×	35	63,355 ×
19	58,556 ×	•	,	36	62,389 ×
20	58,410 ×	· AVERAGE "*	52,066	37	61,742 ×
21	58,240 ×	AVERAGE AL		38	61,620 ×
22	57,200 ×	NVCNACE AL	2 22,700	39	61,240 *
23	56,300 ×	AVERAGE R1	56,580	40	60,410 ×
24 ·	56,152 ×	AVERAGE R2		41	57,086 ×
25	54,900 ×	AVERAGE D1		42	56,063 ×
26	54,750 ×	HATUMOT DI	. 10 12/0	43	55,584
2 0 27	54,555 ×	LEVEL 3 AV	G 76,047	44	55,344 ×
	54,555 ×	LEVEL 4 AV		45	55,165 ×
28 29	54,555 × 53,612 ×	LEVEL 5 AV		46	54,573 ×
30	53,512 ×	LLVEL 5 AV		47	54,500 ×
	c P1 = RESEARCH T	P2 = PESEARCH TT	ni = noctoral t		

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ADMINISTRATIVE SALARIES SURVEY 1996-97

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FINANCIAL AD	MINISTRATOR:	RANK SA	LARY	RANK	SALARY
DIRECTOR O	F FACILITIES	21	85,934 ×	72	44,621 *
PLANNING		22	85,690 ×	,	
		23	85,574 ×	AVERAGE "*"	82,208
RANK	SALARY	24	85,200 ×	AVERAGE ALL	
(CONTINUE		25	84,495 ×		-
48	54,155 ×	26	84,460 ×	AVERAGE R1	91,068
49	53,541 ×	27	84,270 ×	AVERAGE R2	75,870
50	52,923 ×	28	83,902 ×	AVERAGE D1	72,674
51	49,000 ×	29	83,768 ×		
52	48,765 ×	30	83,320 ×	LEVEL 3 AVG	85,930
53 53	47,311 ×	31	83,160	LEVEL 4 AVG	
54	46,116 *	32	83,000 ×		
55	40,014 ×	33	83,000		
33	40,024	34	82,958 ×	FINANCIAL A	DMINISTRATOR:
AVERAGE "*"	68,329	. 35	82,000 ×		OF PUBLIC
AVERAGE ALL	68,498	36	81,679 ×	SAFETY	OI TODEIC
WAEKWOE WEE	00,470	37	81,566 ×	JAI ETT	
AVERAGE R1	75 064	38	81,151 ×	RANK	SALARY
	75,046	39	80,000 ×	1	110,000 ×
AVERAGE R2	62,840		80,000 ×	2	99,500 ×
AVERAGE D1	61,475	40	•	3	
	70.040	41	79,943 ×		97,607 ×
LEVEL 3 AVG	72,260	42	79,659 ×	4	97,082 ×
LEVEL 4 AVG	69,147	43	79,320	5	90,700 ×
LEVEL 5 AVG	57,496	44	78,936 ×	6	89,000 ×
		45	78,563 ×	7	87,000 ×
		46	76,836 ×	8	85,929
	DMINISTRATOR:	47	76,816 ×	9	85,700 ×
	DF PHYSICAL	48	76,690 ×	10	85,513 ×
PLANT		49	75,064 ×	11	84,221 ×
		50	75,000 ×	12	83,554 ×
RANK	SALARY	51	74,850 ×	13	82,020 ×
1	132,100 ×	52	72,610 ×	14	79,786 ×
2	126,034 *	. 53	72,500 ×	15	79,600 ×
3	109,900 ×	54	72,450 ×	16	79,300 ×
4	109,695 ×	55	72,000 ×	17	76,738 ×
5	107,935 ×	56	71,260	18	76,055 ×
6	107,496 ×	57	70,349 ×	19	76,008 ×
7	105,576 ×	58	68,400 ×	20	75,120
8	105,300 ×	59	68,000 ×	21	74,700 ×
9	103,317 ×	60	67,983 ×	. 22	74,675 ×
10	99,600 ×	61	67,698 ×	23	73,535 ×
11	95,500 ×	62	67,236 ×	24	72,500 ×
12	95,155 ×	63	67,062 ×	25	70,000 ×
13	90,899 ×	. 64	66,500 ×	26	69,912 ×
14	88,500 ×	65	66,415 ×	27	69,800 ×
15	88,322 ×	66	64,900 ×	28	69,400 ×
16	87,139 ×	67	64,884 ×	29	69,320 ×
17	87,064 ×	68	64,375 ×	30	68,847 ×
18	87,060 ×	69	63,000 ×	31	68,448 ×
19	86,400 ×	70	62,831 ×	32	68,374 ×
20	86,235 *	71	55,805 ×	33	67,378
* = NASULGC	R1 = RESEARCH	I R2 = RESEARCH II D1	= DOCTORAL I	LEVEL = LEVEL OF	RESPONSIBILITY



FINANCIA	L ADMINISTRATOR:	RANK	SALARY	RANK S	ALARY
	OR OF PUBLIC	•	CONTINUED)	34	65,200 ×
SAFETY				35	65,000 ×
		AVERAGE "*	. 66,749	36	63,500 ×
RANK	SALARY	AVERAGE AL		37	62,708 ×
	INUED)			38	62,100 ×
34	66,932 ×	AVERAGE R1	73,618	39	61,800 ×
35	66,900 ×	AVERAGE R2	60,676	40	61,305 ×
36	66,722 ×	AVERAGE D1	61,711	41	61,035 ×
37	66,477 ×		,	42	60,000 ×
38	66,234 ×	LEVEL 3 AV	/G 69,052	43	60,000 ×
39	66,200 ×	LEVEL 4 AV	IG 66,726	44	58,146 ×
40	65,402 ×			45	58,000 ×
41	64,380 ×			46	57,915 ×
42	63,764 ×	FINANCIAL	ADMINISTRATOR:	47	57,400 ×
43	63,364 ×	DIRECTOR	OF HEALTH &	48	57,192 ×
44	62,643 ×	ENVIRON	MENTAL SAFETY	49	56,424
45	62,500 ¥			50	56,191 ×
46	61,855 ×	RANK	SALARY	51	55,750 ×
47	61,413 ×	1	97,503 ×	52	55,000 ×
48	61,281 ×	2	94,450 ×	53	54,648 ×
49	61,050 ×	3	94,000 ×	54	53,748 ×
50	61,000 ×	4	91,900 ×	55	53,630 ×
51	60,500 ×	5	90,640 ×	56	53,561 ×
52	60,250 ×	. 6	90,000 ×	57	51,414 ×
53	60,100 ×	7	87,400 ×	58	50,628
54	59,598	8	86,292 ×	59	49,168 ×
55	58,998 ×	9	85,350 ×	60 (48,084)*
56	57,851 ×	10	84,960 ×	61	44,508 ×
57	57,343 ×	11	84,777 ×	62	43,152 ×
58	57,202 ×	12	83,494 ×	63	42,882 ×
59	57,084	13	83,475 ×	64	42,380 ×
60	57,000 ×	14	82,020 ×	65	39,499 ×
61	56,850 ×	15	80,515 ×	66	34,620 ×
62	56,712 ×	16	79,407 ×	67	33,034 ×
63 ·	56,496 ×	17	77,600		
64	55,610 ×	18	75,941 ×	AVERAGE "*"	66,296
65	55,419 *	19	75,500 ×	AVERAGE ALL	66,083
66	54,480 ×	20	74,940 ×		
67	54,200 ×	21	73,468 ×	AVERAGE R1	74,367
68	54,100 ×	22	72,850 ×	AVERAGE R2	60,368
69	53,304 *	23	72,000 ×	AVERAGE D1	51,465
70	52,481 ×	24	70,466 ×		
71	51,031 ×	25	70,400 *	LEVEL 3 AVG	73,525
72	50,281 ×	26	70,000 ×	LEVEL 4 AVG	66,3 3 4
73	49,400	27	68,292 ×	LEVEL 5 AVG	52,747
74	48,579 ×	28	68,225 ×	_	
75	47,616 ×	29	67,844 ×	·	
76	40,212 ×	30	66,499 ×		
77	39,720 ×	31	66,073 ×		
78	39,711 ×	32	65,874 ×		
79	39,605 ×	33 - PECEARCH X	65,804 ×	CUEL - LEVEL OF PE	CDONCTRTI TT



ACADEMI	ADMINISTRATORS:	RANK	SALARY	ACADEMIC	ADMINISTRATORS:
CHIEF ACADEMIC OFFICER		48	133,880 * INTERNATION		TIONAL EDUCATION
		49	133,620 ×	ADMINIS	TRATOR
		50	(133,448)×		
RANK	SALARY	51	132,500 ×	RANK	SALARY
1	230,200 ×	52	131,000 ×	1	115,170 *
2	216,674 *	53	(130,610)×	2	114,515 *
3	205,000 ×	54	130,000 ×	3	112,327 *
4	200,004 ×	55	129,703 ×	4	112,240 *
5	186,936 ×	56	129,180 *	5	107,513 ×
6	181,000 ×	57	128,750 ×	6 .	102,510 ×
7	180,250 ×	58	128,600 ×	7	100,842 ×
8	176,034 ×	59	126,950 ×	8	100,408 ×
9	175,000 ×	60	125,898 ×	9	96,385 ×
10	173,000 ×	61	125,688	10	96,000 ×
11	170,100 ×	62	125,340	11	95,062 ×
12	170,010 ×	63	125,000 ×	12	93,342 ×
13	168,000 ×	64	124,580 ×	13	90,600 ×
14	165,000 ×	65	124,333 ×	14	90,168 ×
15	165,000 ×	66	121,637 ×	15	89,337 ×
16	163,662 ×	67	120,864	16	88,310 ×
17	162,570 ×	68	120,000 ×	17	85,572
18	162,500 ×	69	118,968 ×	18	83,249 ×
19	161,300 ×	70	117,558 ×	19	82,932 ×
20	(160,000)×	71	116,425	20	82,620 ×
21	158,800 ×	72	115,510 ×	21	82,584
22	156,750 ×	73	115,000 ×	22	82,400 ×
23	154,500	74	115,000 ×	23	79,500 ×
24	(150,000)×	75	114,045 ×	24	77,301 ×
25	150,000 ×	76	113,375 ×	25	76,150 ×
26	149,999	77	112,227 ×	26	75,000 ×
27	149,690 ×	78	111,708 ×	27	69,220 ×
28	149,350 ×	79	111,288 ×	28	68,800
29	148,502 ×	80	106,000 ×	29	68,481 ×
30	147,500 ×	81	102,521 *	30	68,400 ×
31	147,390 ×	82	101,500 ×	31	67,300 ×
32	147,100 ×	83	99,000 ×	32	66,966 ×
33	146,550 ×	84	97,400 ×	33	64,100 ×
34	146,259 ×	85	91,800 ×	34	63,648 ×
35	145,000 ×		, = , = .	35	62,436 ×
36	145,000 ×	AVERAGE *	'×" 142,533	36	60,000 ×
37	144,924 ×	AVERAGE A		37	56,650 ×
38	144,200 ×			38	55,296 ×
39	143,900 ×	AVERAGE F	R1 156,563	39	55,000 ×
40	143,823 ×	AVERAGE F		40	54,000 ×
41	143,200 ×	AVERAGE I		41	49,248 ×
42	141,300 ×			42	48,410 ×
43	140,000 ×	LEVEL 2	AVG 141,874		, ,
44	138,009 *		_ · _ · · · ·		
45	138,000 *				
46	135,000 ×	•		. •	
47	135,000 ×				
	HICC PI = PESEAPCH T I	DO - DESEADON 1	TT D1 = DOCTORAL T I	EVEL = LEVEL OF	F DECDANCIBLITY



ACADEMIC ADM	IINISTRATORS:	RANK	SALARY	RANK	SALARY
	NAL EDUCATION		NTINUED)	36	100,050 ×
ADMINISTRA		,,,,		37	99,550 ×
MANITATOLINA	· · · ·	AVERAGE "*"	84,400	38	99,500 ×
(0)	ONTINUED)	AVERAGE ALL	82,635	39	99,031
(60	MITHOED	AVERAGE ALL	02,003	40	97,850 ×
AVEDACE TET	80,847	AVERAGE R1	90,495	41	97,500 ×
AVERAGE "*"	80,714	AVERAGE RI	70,475	42	97,393 ×
AVERAGE ALL	00,714	LEVEL 3 AVG	82,705	43	97,000 ×
AUEDAGE B1	07 446	LEVEL 4 AVG	61,455	44	96,747
AVERAGE R1	83,664 73.809	LEVEL 4 AVG	01,433	45	95,056 ×
AVERAGE D1	73,607			46	95,050 ×
15051 7 400	96 767	ACADEMIC ADM	IINISTRATORS:	47	95,000 ×
LEVEL 3 AVG	84,747		F LIBRARIES	48	95,000 ×
LEVEL 4 AVG	77,241	DIKECIOK C	Jr Libraries	49	94,697 ×
		•			94,151 ×
		B 4487	CAL ABY	50	94,080)*
	MINISTRATORS:	RANK	SALARY	51	93,812 ×
DEAN/DIREC		. 1	148,500 ×	52	93,441 ×
ENROLLMEN'	T MANAGEMENT	2	132,200 ×	53	•
		3	124,000 ×	54	93,416 ×
RANK	SALARY	4	122,111 ×	55	93,300 ×
1	165,000 ×	5	120,935 ×	56 .	93,289 ×
2	110,000 *	6	120,060 ×	57	93,000 ×
3	104,500 *	7	119,700 ×	58	92,424 ×
· 4	97,200 ×	8	118,450 ×	59	92,024 ¥
5	94,037 ×	9	117,700 ×	60	92,000 ×
6	93,000 ×	10	117,650 ×	61	91,777 ×
7	92,560 ×	11	117,569 ×	62	90,384 ×
8	91,773 ×	12	117,500 ×	63	90,381 ×
9	90,074 ×	13	116,549 ×	64	89,000 ×
10	88,850 ×	14	113,935 ×	65	88,865 ×
11 -	87,852 ×	, 15	112,600 ×	66	87,760 ×
12	87,834 ×	16	112,500 ×	67	86,600 ×
13	86,422 ×	17	111,000 ×	68	86,533 ×
14	86,200 ×	18	110,554 ×	69	86,223
15	84,460 ×	19	110,500 ×	70	85,539 ×
16	82,500 ×	20	110,000 ×	71	83,653 ×
17	80,068 ×	21	109,500 ×	72	82,840 ×
18	80,012 ×	22	109,092 *	73	82,658 ×
19	75,835 ×	23	108,377 ×	74	82,658 ×
20	75,195 ×	24	106,915 ×	75°	82,271 ×
21	75,000 ×	25	106,800 ×	76	81,960 ×
22	72,824 ×	26	106,745 ×	77	81,672 ×
23	72,820 ×	27	106,416 ×	78	79,500
24	(72,520)×	28	105,756	79	78,043 ×
25	68,500 ×	29	105,442 ×	80	77,774 ×
26	61,200 ×	30	105,155 *	81	77,388
27	58,339	31	105,000 ×	82	75,961 ×
28	57,790 ×	32	105,000 ×	83	72,670 ×
29	57,536 ×	33	105,000 ×	84	70,000 ×
30	56,040 ×	34	104,000 ×	85	65,837 ×
31	55,750	35	102,000 ×	86	64,100 ×
	R1 = RESEARCH I				
		: 	-		



ACADEMIC A	DMINISTRATORS:	RANK	SALARY	RANK S	ALARY
DIRECTOR	OF LIBRARIES	31	41,311 *	34	71,200 ×
		32	40,966 ×	35	70,394 ×
				36	70,306 ×
(CONTINUED)	AVERAGE "*	70,744	37	69,269 ×
		AVERAGE ALL	. 69,548	38	69,200 ×
AVERAGE "*	99,087		•	39	69,028 ×
AVERAGE AL	L 98,507	AVERAGE R1	78,364	40	68,800
		AVERAGE R2	65,458	41	67,980 ×
AVERAGE RI	. 107,538			42	67,500 ×
AVERAGE R2	92,515	LEVEL 3 AVO	68,325	43	66,941 ×
AVERAGE DI	92,030	LEVEL 4 AVO	71,096	44	66,428
				45	65,902 ×
LEVEL 3 AV	/G 100,253			46	65,400 ×
LEVEL 4 AV	/G 93,895	ACADEMIC AT	DMINISTRATORS:	47	65,087 ×
	•	DIRECTOR	OF INSTITUTIONAL	48	65,000 ×
		RESEARCH		49	64,944
ACADEMIC A	ADMINISTRATORS:	•		50	64,460 ×
MUSEUM I	DIRECTOR	RANK	SALARY	51	64,361 ×
		· 1	111,140 *	52	63,853 ×
		. 2	96,246 ×	53	63,000 ×
RANK	SALARY	3	92,949 ×	54	62,947 ×
1	103,953 ×	4	92,597 ×	55	62,400 ×
2	102,382 ×	5	92,080 ×	56	60,810 ×
3	97,678 ×	6	90,000 ×	57	60,500 ×
4	91,237 ×	7	88,346 ×	58	60,113 ×
5	88,470 ×	8	87,404 ×	59	59,571 ×
6	88,168 ×	9	86,000 ×	60	59,364 ×
7	82,351 ×	10	85,000 ×	61	58,893 ×
8	80,600 ×	11	84,867 ×	62	58,476 ×
9	77,392 ×	12	84,552	63	58,130 ×
10	76,800 ×	13	83,436 ×	64	57,320.×
11	73,788 ×	14	82,670 ×	65	53,708 ×
12	73,522 ×	15	82,291 ×	66	52,008 ×
13	72,980 ×	16	80,395 ×	67	51,060 ×
14	71,000 ×	17	80,063 ×	68 .	48,030
15	70,360 ×	18	79,600 ×	69	42,150 ×
16	68,595 ×	19	79,500 ×		
17	67,860 ×	20	79,375 ×	AVERAGE "*"	72,167
18	66,125 ×	21	78,926 ×	AVERAGE ALL	71,760
19	65,720 ×	22	78,000 ×		
20	63,900 ×	23	76,579 ×	AVERAGE R1	76,524
21	62,000 ×	24	76,498 ×	AVERAGE R2	69,260
22	61,800 ×	25	76,300 ×	AVERAGE D1	68,870
23	61,127 ×	26	74,500 ×		
24	60,262 ×	27	74,000 ×	LEVEL 3 AVG	75,630
25	59,500	28	73,585 ×	LEVEL 4 AVG	70,221
26	57,304 ×	29	73,133 ×	LEVEL 5 AVG	72,084
27	54,125 ×	30	72,700 ×		
28	51,320 ×	31	71,651 ×		
29	49,228 ×	32	71,300 ×		
30	43,716	33	71,200 ×		
		PO = DESEADON TI	T NI = DOCTORAL T LEV	JEL = LEVEL OF RE	SPONSTRTI TI



ACADEMIC A	DMINISTRATORS:	RANK	SALARY	ACADEMIC	DEANS:
REGISTRA	R	48	64,130 ×	AGRICUL	.TURE
		49	64,000 ×		
	•	50	63,717 ×		
RANK	SALARY	51	63,349 ×	RANK	SALARY
1	108,767 ×	52	63,151 ×	1	181,387 ×
2	102,400 ×	53	62,213 ×	2	155,800 ×
3	101,000 ×	54	61,600 ×	3	146,800 ×
4	97,200 ×	55	(61,123)×	4	144,207 *
5	92,000 ×	56	61,032	5	144,200 ×
6	91,000 ×	57	60,483 ×	6	143,526 ×
7	90,000 ×	58	60,224 ×	7	143,000 ×
8	86,292 ×	59	59,234 ×	8	142,000 ×
9	86,000 ×	60	58,160 ×	9	139,000 ×
10	85,920 ×	61	58,061 ×	10	138,500 ×
11	82,300 ×	62	57,751 ×	11	135,000 ×
12	81,800 ×	63	57,292	. 12	132,709 ×
13	81,420 ×	64	57,276 ×	13	130,900 ×
14	81,000 ×	65	57,192 ×	14	128,524 ×
15	80,537 ×	66	57,000 ×	15	128,500 ×
16	77,425 ×	67	56,650 ×	16	127,890 ×
17	77,108 ×	68	55,104 ×	17	127,000 ×
18	76,749 ×	69	54,530 ×	18	126,720 ×
19	76,500 ×	70	53,841 ×	19	125,100 ×
.20	75,333 ×	71	51,291 ×	20	121,172 ×
21	75,218 ×	72	49,201 ×	21	(120,000)*
22	74,172 ×	73	48,134 ×	22	118,320 ×
23	74,100 ×	74	48,000 ×	23	117,288 ×
24	74,004	75	46,374 *	24	116,099 ×
25	73,840 ×	76	46,115 *	25	(114,999)×
26	73,500 ×	77	45,744 *	26	113,712 ×
27	73,431 ×	78	43,784 ×	27	113,630 ×
28	72,825 ×	79	42,010 ×	28	111,560 ×
29	72,306 ×	. 80	40,700 ×	29	105,653 ×
30	72,000 ×			30	105,515 ×
31	71,880 ×	AVERAGE	<u>-</u>	.31	102,957 ×
32	70,931 ×	AVERAGE	ALL 68,132	32	101,500 *
33	70,717 ×			33	99,276 ×
34	69,710 ×	AVERAGE		34	98,712 ×
35	69,680 ×	AVERAGE		35	94,990 ×
36	69,634 ×	AVERAGE	D1 66,247	36 .	93,679 ×
37	69,200 ×			37	87,290 ×
38	69;024 ×	LEVEL 3		38	75,300 ×
39	68,181 ×	LEVEL 4			
40	67,747 ×	LEVEL 5	AVG 45,574		
41	67,318				
42	67,000 ×				
43	65,484 ×		•		
44	65,271 ×				•
45	65,000 ×				
46	64,695				
47	64,465 ×	DO - DECEARCH			•



ACADEMIC D	EANS:	RANK	SALARY	RANK	SALARY
AGRICULT		33	88,928 ×	16	130,007 ×
			•	17	128,500 ×
		AVERAGE "*"	111,012	18	127,192 *
(CONTINUED)	AVERAGE ALL	110,685	19	126,379 ×
			·	20	126,069 ×
AVERAGE "*	r 122,432	AVERAGE R1	116,544	21	125,000 ×
AVERAGE AL	-	AVERAGE R2	101,791	22	124,800 ×
	•			23	122,150 ×
AVERAGE R1	132,050	LEVEL 3 AVG	110,865	24	122,004 ×
AVERAGE R2	2 114,716			25	121,956 ×
	•		•	26	120,000 ×
LEVEL 3 AV	/G 121,530	ACADEMIC DEA	INS:	27	120,000 ×
		ARTS AND L		28	119,300 ×
				29	118,560 ×
ACADEMIC D	DEANS:	•		30	116,480 ×
	CURE/ENVIRONMENTAL	RANK	SALARY	31	116,454 *
DESIGN		1	146,000 ×	32	115,023 *
		2	128,000 ×	33	114,936
RANK	SALARY	3	122,000 ×	34	114,613 ×
1	138,576 ×	4	108,667	35	113,600 *
2	133,400 ×	5	(108,000)×	36	113,560 *
3	130,522 ×	6	94,064 ×	37	(112,926)×
4	126,000 ×	7	78,765 ×	38 .	110,280 ×
5	123,650 ×	-		39	110,000 ×
6	122,110 ×	AVERAGE "*"	112,805	40	109,136 *
7	(120,500)×	AVERAGE ALL	112,214	41	109,000 ×
8	120,363 ×		,	42	108,321
9	117,750 ×			43	107,387 ×
10	117,000 ×	LEVEL 3 AVG	112,214	44	105,636
11	116,690 ×		,	45	105,547 ×
12	116,391 ×			46	100,000 ×
13	115,500 ×	ACADEMIC DE	ANS:	47	98,487 ×
14	115,137 ×	ARTS AND S		48	97,000 ×
15	112,000 ×			49	96,312 ×
16	111,250 ×			50	94,712 ×
17	108,800 ×	RANK	SALARY	51	90,814 ×
18	108,150 ×	1	199,000 ×	52	86,835
19	106,947 ×	2	155,800 ×	53	85,000 ×
20	106,507 ×	3	152,000 ×	54	84,019 ×
21	106,395 ×	4	150,000 ×	55	82,500 ×
22	(105,600)×	5	150,000 ×	56	81,350 ×
23	103,305 ×	6	145,000 ×		-
24	103,008 ×	7	142,000 ×	AVERAGE "	120,806
25	102,687 ×	8	142,000 ×	AVERAGE AL	L 119,601
26	100,510 *	9	140,000 ×		-
27	100,225	10	138,200 ×	AVERAGE R	132,846
28	99,100 ×	11	135,000 ×	AVERAGE R	
29	98,385 ×	12	135,000 ×	AVERAGE D	
30	96,305 ×	13	134,619 ×		-
31	91,814 *	14	134,000 ×	LEVEL 3 AV	VG 119,790
32	89,100 ×	15	133,200 ×		-
				•	

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* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY



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TARI	F	T	(CONTINUED)

ACADEMIC	DEANS:	RANK	SALARY	RANK	SALARY
BUSINE	SS/INDUSTRIAL	48	125,661 ×	. 2	128,750 ×
MANAGE	MENT	49	125,570 ×	3	128,500 ×
		_. 50	125,410 ×	4	118,320 ×
RANK	SALARY	51	124,800 ×	5	116,600 ×
1	290,000 ×	52	124,800 ×	6	112,801 ×
2	197,998 ×	53	124,525 *	7	112,000 ×
3	194,900 ×	54	122,640 ×	8	111,678 *
4	192,300 ×	55	122,000 ×	9	110,350 ×
5	184,000 ×	56	121,870 ×	10	109,000 ×
6	180,180 ×	57	120,096 ×	11	108,497 ×
7	175,000 ×	58	120,000 ×	12	108,243 ×
8	173,800 ×	59	118,416	13	107,000 ×
9	172,700 ×	60	118,315 ×	14	104,484 *
10	172,500	61	117,606 ×	15	103,000 ×
11	172,200 ×	62	117,529 ×	16	101,411 *
12	170,595 *	63	117,298 ×	17	101,004 *
13	165,835 *	64	116,945	18	101,000 *
14	165,650 ×	65	115,008 ×	19	100,000 *
15	162,180 *	66	114,100 ×	20	100,000 *
16	162,180 *	67	109,300 ×	21	99,773 ×
17	162,000 *	68	108,150 *	22	98,515 ×
18	160,000 ×	69	106,536	23	98,500 ×
19	156,725 ×	70	106,464 *	24	97,000 ×
20	156,480 ×	71	106,092 ×	25	96,240 ×
21	156,200 ×	72	102,038 ×	26	95,190 ×
22	155,150 ×	73	102,000 ×	27	95,127 ×
23	152,760 ×	74	99,132 ×	28	94,621 *
24	150,969 ×	75	99,097 ×	29	92,971 *
25	150,000 ×	76	98,000 ×	30	90,800
26	149,098 ×	77	93,814 ×	31	89,556 ×
27	145,000 ×	78	92,781 ×	32	88,500 ×
28	143,388 ×	79	91,200 ×	33	87,655 ×
29	142,475 *	80	88,997 ×	34	85,000 ×
30	139,256 ×	81	87,500 ×	35	85,000 ×
31	137,940 ×			36	83,612 ×
32	136,500 ×	AVERAGE "	4° 137,405	37	83,230 ×
33	136,000 ×	AVERAGE A	LL 136,971	38	83,000 ×
34	136,000 ×			39	82,178 ×
35	135,800 ×	AVERAGE R	151,840	40	79,926 *
36	135,000 ×	AVERAGE R	2 127,919	41	67,138
3 7	134,001 ×	AVERAGE D	1 128,223	42	66,589 ×
38	134,000 ×			43	66,299 *
39	133,000 ×	LEVEL 3 A	VG 136,724	44	65,601 ×
40	132,681 *			45	65,000 *
41	132,363 ×			46	63,621 *
42	131,373 ×	ACADEMIC 1	DEANS:	47	62,422 *
43	130,000 ×		ING EDUCATION	48	50,261 ×
44	129,400 ×				
45	128,750 ×				
46	(128,500)*	RANK	SALARY		
47	128,100 *	1	160,000 ×		
	ULGC R1 = RESEARCH I	R2 = RESEARCH I	I D1 = DOCTORAL I	LEVEL = LEVEL (OF RESPONSIBILITY



ACADEMIC DE	ANS:	RANK	SALARY	RANK	SALARY
CONTINUIN	G EDUCATION	12	124,667 ×	63	92,000 ×
		13	122,720 ×	64	91,705 ×
		14	122,366 ×	65	91,545 ×
. (C	DNTINUED)	15	122,000 ×	66	91,504 ×
		16	121,540 ×	67	91,226 ×
AVERAGE "*"	95,609	17	121,000 ×	68	88,175 ×
AVERAGE ALL	94,916	18	120,500 ×	69	86,804 ×
		19	120,500 ×	70	86,383
AVERAGE R1	104,032	20	120,051 ×	71	86,151 ×
AVERAGE R2	91,880	21	(120,000)×	72	83,546 ×
		22	119,228 *	73	82,901 ×
LEVEL 3 AVG	98,282	23	119,000 *	74	78,500 ×
LEVEL 4 AVG	62,006	24	117,500 ×	75	77,760 ×
		25	115,100 ×		-
		. 26	113,350 ×	AVERAGE "*"	109,467
ACADEMIC DE	ANS:	27	112,927 ×	AVERAGE ALL	108,711
EARTH SCI		28	112,372 ×		
NATURAL R	ESOURCES	29	112,000 ×	AVERAGE R1	116,327
		30	110,749 ×	AVERAGE R2	101,012
RANK	SALARY	31	110,313 *	AVERAGE D1	106,841
1	140,000 ×	32	110,100 *		
2	(123,083)×	33	109,235 ×	LEVEL 3 AVG	108,920
3	119,453 ×	34	108,000 ×		2007.20
4	114,100 ×	35	107,811 ×		
5	113,630 ×	36	107,200 ×	ACADEMIC DEA	NS:
6	102,610 ×	37	107,120 ×	ENGINEERIN	
7	79,530 ×	38	107,100 ×		
		39	107,034 ×		
AVERAGE "*"	113,201	40	106,882 *	RANK	SALARY
AVERAGE ALL	=	41	106,433 *	. 1	206,100 *
		42	105,818 ×	2	198,000 ×
		43	104,354 ×	3	190,000 ×
LEVEL 3 AVG	113,201	44	104,300 ×	. 4	186,000 ×
		45	104,000 ×	5	177,820 ×
		46	103,850 ×	6	176,135 ×
ACADEMIC DE	ANS:	47	103,680 ×	7	175,812 ×
EDUCATION		48	102,570 ×	8	174,720 ×
		49	100,615 ×	9	166,000 ×
		50	100,008	10	165,165 ×
RANK	SALARY	51	99,996	11	162,163 ×
1	161,288 ×	52	99,816 ×	12	161,732 ×
2	145,500 ×	53	99,400 ×	13	155,000 ×
3	144,315 ×	54	98,900 ×	14	155,000 ×
4	141,100 ×	55	98,809 ×	15	154,149 ×
5	139,632 ×	56	97,962 ×	16	154,000 ×
6	136,600 ×	57	94,768	17	152,400 ×
7	131,850 ×	58	93,200 ×	18	152,300 ×
8	130,410 ×	59	93,008 ×	19	152,168 ×
9	127,155 ×	60	93,000 ×	20	150,000 ×
10	125,004 ×	61	92,394 ×	21	145,600 ×
11	125,000 ×	62	92,004 ×	22	143,434 ×
				I LEVEL = LEVEL OF RE	
				RL	

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ACADEM	C DEANS:	RANK	SALARY	RANK	SALARY
	REERING	69	95,109 ×		NTINUED)
		70	85,313 ×		
•			,	AVERAGE "*"	108,370
RANK	SALARY	AVERAGE "*"	136,589	AVERAGE ALL	107,430
	NTINUED)	AVERAGE ALL	136,620		-
23	143,000 ×			AVERAGE R1	112,267
24	143,000 ×	AVERAGE R1	149,134		-
25	143,000	AVERAGE R2	125,074	LEVEL 3 AVG	107,850
26	141,803 ×	AVERAGE D1	128,245		-
27	141,800 ×				•
28	141,000 ×	LEVEL 3 AVG	136,896	ACADEMIC DEA	NS:
29	140,382 ×			FORESTRY	
30	139,681 ×				
31	139,219 ×	ACADEMIC DE	NS:		
32	139,050 ×	FINE ARTS		RANK	SALARY
33	136,500 ×			1	143,000 ×
34	136,299 ×			2	127,600 ×
35	(135,500)×	RANK	SALARY	3	123,640 ×
36	135,390 ×	1	147,500 ×	4	108,150 ×
37	135,000 ×	2	135,000 ×	5	102,804 *
38	133,175 *	3	130,632 ×	6	98,730 ×
39	132,348	4	125,000 ×	7	88,093 ×
40	131,560 *	5	120,000 ×	, 8	83,120 ×
41	130,000 ×	6	119,157 *	· ·	00,220
42	128,603 ×	7	115,000 *	AVERAGE "*"	109,392
43	126,607 *	8	114,000 ×	AVERAGE ALL	109,392
44	126,558 ×	9	111,200 ×	AVERAGE ALL	10/,5/2
45	126,480 ×	10	108,350 ×		
46	126,240 ×	11	108,000 ×	LEVEL 3 AVG	109,392
47	125,145 ×	12	108,000 ×	CLVCL 5 AVO	207,072
48	124,212 ×	13	108,000 ×		
49	121,992 ×	14	107,650 ×	ACADEMIC DEA	NC ·
5 0	120,000 ×	15	104,800 ×	GRADUATE	
50 51	119,016 ×	16	104,640	ORADORIE	
52	118,742 ×	17	102,430 ×		
53	118,080 ×	18	102,167 *	RANK	SALARY
54	118,040 ×	19	101,210 *	1	172,000 ×
55	117,575 *	20	99,324	2	153,500 ×
56	116,735 ×	21	96,340 ×	3	149,400 ×
57	114,752 ×	22	95,748	4	149,050 ×
58	113,821 ×	23	95,000 ×	5	146,343 ×
59	111,188 *	24	(95,000)×	6	142,500 ×
60	111,100 ×	25	88,149 ×	. 7	140,004 ×
61	110,405 ×	26	84,000 ×	8	137,600 ×
	107,678 ×	27	74,305 ×	9	135,000 ×
63	106,920 ×	- /	,	10	134,002 ×
64	105,920 ×			11	133,000 ×
65	104,455 ×			12	(127,463)×
66	100,500 ×			13	126,634 ×
67	96,380 ×	·		14	125,952 ×
68	95,325 ×	•		15	(121,900)×
	SULGC R1 = RESEARCH I R	2 = RESEARCH TT	D1 = DOCTORAL		
ITA	JULUU NE - NEUERNON A N			NI	

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ACAD	DEMIC DEANS:	RANK	SALARY	RANK	SALARY
GR	RADUATE	62	68,220 ×	9	114,000 ×
				10	113,006 ×
		AVERAGE "*"	109,879	11	111,010 *
RAN	IK SALARY	AVERAGE ALL	109,151	12	107,490 ×
	(CONTINUED)			13	106,750 ×
16	121,500 ×	AVERAGE R1	117,818	14	104,000 ×
17	120,230 ×	AVERAGE R2	102,395	15	102,280 ×
18	116,500 ×	AVERAGE D1	100,838	16	102,000 ×
19	116,000 *		200,000	17	93,000 ×
20	115,274 *	LEVEL 2 AVG	112,159	18	89,800 ×
21	112,415 *	LEVEL 3 AVG	108,944	19	87,394 ×
22	111,000 *	LEVEL & AVO	200,744	20	77,280 ×
23	110,749 ×			20	77,200 -
24	106,100 ×	ACADEMIC DEA	NC.	AVEDACE WEN	100 500
25	105,876 ×	HEALTH/PHY		AVERAGE "*"	109,580
26	105,070 ×			AVERAGE ALL	109,580
	•	EDUCATION/	RECREATION	4UED40E D3	
27	104,500 ×	D.A.N.	041.457	AVERAGE R1	114,432
28	104,000 ×	RANK	SALARY	. ==.	
29	103,922 *	1	118,500 ×	LEVEL 3 AVG	111,280
30	103,900 *	2	113,510 ×		,
31	102,532 *	3	112,300 ×		
32	102,312	4	108,000 ×	ACADEMIC DE	ANS:
33	101,825 ×	5	107,500 ×	HUMANITIES	\$
34	101,450 ×	6	107,187 ×		
35	(101,416)×	. 7	105,900 ×	•	
36	101,198 ×	8	104,620 ×	RANK	SALARY
37	100,000 ×	9	96,521 ×	1	151,044 ×
38	100,000 ×	10	93,867	2	120,595 ×
39	99,899 ×	11	83,600 ×	3	115,000 ×
40	99,500 ×	12	81,714 ×	4	109,304 ×
41	99,282 ×			5	(108,000)×
42	98,732	AVERAGE "*"	103,577	6	(95,000)×
43	98,510 ×	AVERAGE ALL	102,768	7	89,900 ×
44	98,210 ×			8	85,000 ×
45	98,000				
46	97,010 ×	LEVEL 3 AVG	102,768	AVERAGE "*"	109,230
47	95,700 ×			AVERAGE ALL	109,230
48	95,388				
49	92,700 ×	ACADEMIC DEA	NS:		
50	92,700 ×	HOME ECONO	MICS	LEVEL 3 AVG	109,230
51	92,576 ×				-
52	92,400 ×				
53	91,124 *	RANK -	SALARY	ACADEMIC DE	ANS:
54	90,937 ×	1	135,865 ×		M/COMMUNICATIONS
55	90,932 ×	2	133,600 ×		
56	88,603 ×	3	125,500 ×		
57	88,310 ×	4	125,000 ×	RANK	SALARY
58	87,720 ×	5	(118,000)×	, NAIK	133,931 ×
59	86,652 ×	. 6	116,511 *	2	132,000 ×
60	81,400 ×	7	114,600 ×	3	130,000 ×
61	80,834 ×	8	114,505 ×	4	127,330 ×
	NASULGC R1 = RESEARCH I R2	=		·	-
	MODEOU NI - RESEARCH I RE	REJEARON II D	- DUCTURAL I	. LLVEL - LEVEL UP K	LOLONOIDILI!!

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ADMINISTRATIVE SALARIES SURVEY 1996-97



ACADEMIC DEA	NS:	RANK	SALARY	RANK	SALARY
JOURNALISM	/COMMUNICATIONS	14	155,728 ×	11	93,300 ×
•		15	155,080 ×		
		16	155,000 ×	AVERAGE "*"	115,123
RANK	SALARY	17	153,000 ×	AVERAGE ALL	115,123
(CONTINUE	(D)	18	152,500 ×		
5	125,989 ×	19	151,500 ×		
6	125,855 ×	20	149,250 ×	LEVEL 3 AVG	112,136
7	120,000 ×	21	147,930 ×		
8	118,530 ×	22	145,046 *		
9	112,175 ×	23	143,671 ×	ACADEMIC DE	NS:
10	111,450 ×	24	141,739 ×	LIBRARY SO	IENCE
11	110,380 *	25	140,246 ×		
12	110,231 *	26	140,000 ×		
13	109,852 ×	27	139,000 ×	RANK	SALARY
14	108,600 ×	28	138,099 ×	. 1	180,300 ×
15	108,000 ×	29	137,501 ×	2	117,791 *
16	101,552 ×	30	137,000 ×		116,250 ×
17	99,760 ×	31	136,000 ×	4	110,000 *
18	93,912 ×	32	134,550 ×	5	109,695 ×
	91,670 ×	33	134,160 ×	6	107,100 ×
19	-	34	131,507 ×	7	107,707 ×
20	90,371 ×	35	129,420 ×	8	101,500 ×
21	90,000		129,420 × 118,304 ×	9	(100,000)×
22	80,700 ×	3 <u>6</u>	•	10	100,000 ×
23	72,000 ×	37	113,300 ×		•
		38	104,045 ×	11	93,731 ×
VERAGE "*"	109,740	39	90,000 ×	12	84,225
VERAGE ALL	108,882	40	87,840 ×	13	77,200 ×
				14	55,652 ×
VERAGE R1	113,111	AVERAGE "*"	148,883	4455465 000	
		AVERAGE ALL	149,336	AVERAGE "*"	105,764
EVEL 3 AVG	110,163	AVERAGE R1	156,240	AVERAGE ALL	104,225
ACADEMIC DEA	ANS:	LEVEL 3 AVG	150,801	LEVEL 3 AVG	110,525
LAW					
			ACADEMIC DEANS:		ANS:
RANK	SALARY	LIBERAL A	RTS	MATHEMATI	CS
1	222,810 *				
2	220,000·¥				
3	185,688 ×	RANK	SALARY	RANK	SALARY
4	181,824 ×	1	148,351 *	1	132,930 >
5	180,000 ×	2	145,000 *	2	131,500 *
6	176,034 ×	3	136,722 ×	3	(125,000)
7	172,237 ×	4	118,000 ×	4	(123,083)
8	167,000	5	110,746 ×	5	111,425
9	167,000 ×	6	104,960 ×	6	110,000
10	164,241 ×	7	103,680 ×		
11	159,500 ×	8	103,290 ×		
12	158,500 ×	9	102,804 ×		
13	157,195 ×	10	99,504 ×		
			D1 = DOCTORAL I	LEVEL = LEVEL OF R	ESPONSIBI



TABLE I (CONTINUED)

ACADEMIC DEANS:		RANK	SALARY	RANK	SALARY
MATHEMATICS		(CO	NTINUED)	6	123,434 ×
				7	123,000
		AVERAGE "*"	119,442	8	118,932 ×
(co	NTINUED)	AVERAGE ALL	119,442	9	118,000 ×
				10	112,519 ×
AVERAGE "*"	122,323			11	108,170 ×
AVERAGE ALL	122,323	LEVEL 3 AVG	123,381	12	89,301 ×
				13	85,500 ×
LEVEL 3 AVG	124,788	ACADEMIC DEA	NS:	AVERAGE "*"	122,684
	,	SCIENCE			122,708
				AVERAGE ALL	
ACADEMIC DEA	NS:				
MUSIC		. RANK	SALARY	LEVEL 3 AVG	122,708
		1	191,070 ×		
		2	149,999 ×		
RANK	SALARY	3	144,200 ×	ACADEMIC DE	ANS:
1	153,500 ×	4	140,000 ×	SOCIAL WO	₹K
2	143,800 ×	5	126,986 ×	•	
3	121,938 ×	6	(125,000)×		
4	114,570 ×	7	118,089 *	RANK	SALARY
5	110,301 ×	8	117,300 ×	1	151,000 ×
6	104,011 ×	9	116,080 ×	2	146,022 ×
7	99,200 ×	10	116,000	3	139,337 ×
8	98,280 ×	11	110,748 ×	4	128,500
9	98,000 ×	12	109,357 ×	5	126,000 ×
10	95,148 ×	13	109,108 ×	6	123,000 ×
11	94,760 ×	14	106,464 ×	7	122,000 ×
12	87,000 ×	15	104,088 ×	8	115,164 ×
		16	100,572 ×	9	114,000 ×
AVERAGE "*"	110,042	17	95,275 ×	10	110,500 ×
AVERAGE ALL	110,042	18	90,500 ×	11	110,000 *
	•			12	108,000 ×
	•	AVERAGE "*"	120,873	13	107,500 ×
LEVEL 3 AVG	112,137	AVERAGE ALL	120,602	14	106,100 ×
				15	106,100 ×
		AVERAGE R1	129,797	16	98,900 ×
ACADEMIC DEANS:				17	96,945 ×
PUBLIC AFF	AIRS	LEVEL 3 AVG	120,602	18	96,000 ×
				19	95,696 ×
				20	95,600 ×
RANK	SALARY	ACADEMIC DEA		21	94,760 ×
1	155,923 ×		BEHAVIORAL	22	91,392 ×
2	121,100 ×	SCIENCES		23	89,615 ×
3	111,000 ×	Ph. A.A.D.*		24	86,387 ×
4	105,500 ×	RANK	SALARY		
5	103,685 ×	1	166,776 ×		
		2	147,500 ×		
		3	138,500 ×		
		4	133,576 ×		
w = 414 4 11 4=		5	130,000 ×		

^{* =} NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

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ACADEMIC DEA	NC:	RANK	SALARY	RANK	SALARY
SOCIAL WOR		4	95,000 ×	2	128,000 ×
SOCIAL WOR	N.	5	93,850 ×	3	126,000 ×
		6	92,700 ×	4	125,000 ×
(00	NTINUED)	7	92,367 ×	5	120,100 ×
(00	1112110257	8	89,722 ×	6	117,447 ×
AVERAGE "*"	110,001	9	71,198 ×	7	117,000 ×
AVERAGE ALL	110,772	10	56,000 ×	8	115,206 ×
			20,000	9	114,605 ×
AVERAGE R1	113,390	AVERAGE "*"	89,913	10	114,000
		AVERAGE ALL	91,021	11	113,960 ×
LEVEL 3 AVG	112,342			12	110,616 *
	,			13	109,535 ×
		LEVEL 3 AVG	91,021	14	107,600 ×
ACADEMIC DEA	INS:		•	15	105,500 *
	ATE STUDIES	•		16	105,100 ×
		MEDICAL DEAM	ıs:	17	104,148
		DENTISTRY		18	101,112 *
RANK	SALARY			19	99,282 ×
1	135,300 ×			20	97,607 ×
2	122,000 ×	RANK	SALARY	21	89,143 ×
3	118,597 ×	1	194,000	22	86,395 ×
4	108,500 ×	2	178,500 ×	23	85,628
5	107,900 ×	3	170,500 ×		
6	104,500 ×	4	163,655 ×	AVERAGE "*"	112,510
7	96,500	5	159,523 ×	AVERAGE ALL	111,043
8	94,860	6	154,000 ×	•	
9	90,037 ×	7	149,000 ×	AVERAGE R1	120,355
10	89,018 ×	8	138,204 ×		
11	87,056 ×	9	135,566 ×	LEVEL 3 AVG	111,043
12	85,263 ×	10	135,432 ×		
13	81,260 ×	11	134,591 ×		
14	78,660 ×	12	130,110 ×	MEDICAL DEAN	is:
15	78,180 ×	13	126,000 ×	MEDICINE	
16	(73,177)×	14	125,280 ×		·
		15	99,300 ×		
AVERAGE "*"	97,103	16	82,700 ×	RANK	SALARY
AVERAGE ALL	96,926			1	420,717 ×
		AVERAGE "*"	138,824	2	405,200
AVERAGE R1	99,228	AVERAGE ALL	142,273	3	340,000 ×
				4	294,370 ×
LEVEL 3 AVG	98,175	AVERAGE R1	144,912	5	275,000 × .
				6	254,658 ×
		LEVEL 3 AVG	142,273	7	250,796 ×
ACADEMIC DE	ANS:			8	246,080 ×
UNIVERSITY	COLLEGE/			9	233,690 ×
GENERAL CO	DLLEGE	MEDICAL DEAD	NS:	10	233,484 ×
		HEALTH-RE	LATED	11	227,400 ×
RANK	SALARY	PROFESSIO	NAL	12	224,700 ×
1	112,827 *			13	216,700 ×
2	105,550 ×	RANK	SALARY	14	198,739 ×
3	101,000	1	161,000 ×	15	197,948 ×
* = NASULGC	R1 = RESEARCH	I R2 = RESEARCH II	D1 = DOCTORAL	I LEVEL = LEVEL OF RE	SPONSIBILITY



MEDICAL DEANS:		RANK	SALARY	RANK :	SALARY
MEDICINE		21	113,899 ×	21	110,210 *
		22	113,300 ×	22	106,704 ×
		23	111,000 ×	23	106,296 *
RANK S	ALARY	24	108,907 ×	24	105,593 ×
(CONTINUED)		25	107,052 ×	25	91,500 ×
16 1	88,100 ×	26	106,513 ×	26	81,663 ×
17 1	79,549 ×	27	105,134 *		
	.62,985 ×	28	101,500 ×	AVERAGE "*"	125,800
19 1	51,920 ×	29	100,496	AVERAGE ALL	126,961
20 1	.49,866 ×	30	98,332 ×	•	
21 1	.40,040 ×	31	98,086 ×	AVERAGE R1	134,850
22 1	.37,115 ×	32	95,876 ×	•	
23	.27,200 ×	33	93,215 ×	LEVEL 3 AVG	127,460
	.25,000 ×	34	91,493 ×		
25	83,148 ×	35	90,015 ×		
26	80,500 ×	36	89,630 ×	MEDICAL DEAN	S:
		37	82,194 ×	PUBLIC HEA	LTH
AVERAGE "*"	205,588		•	:	•
AVERAGE ALL	213,266	AVERAGE "*"	117,981		
		AVERAGE ALL	117,996	RANK	SALARY
AVERAGE R1	221,258		,,	1	165,250 ×
	,	AVERAGE R1	127,314	2	165,000 ×
LEVEL 2 AVG	212,930		,	3	160,680 ×
LEVEL 3 AVG	213,327	LEVEL 3 AVG	117,996	4	156,700 ×
			,,,,,	5	156,000 ×
				6	125,960 ×
MEDICAL DEANS	:	MEDICAL DEAN	IS:		,
NURSING		PHARMACY		AVERAGE "*"	154,932
				AVERAGE ALL	154,932
RANK :	SALARY	RANK	SALARY	•	
1	L65,000 ×	1	167,000 ×	LEVEL 3 AVG	154,932
2	163,800 ×	2	156,000		
3	156,690 ×	3	152,496 ×		
4	147,500 ×	4	147,000 ×	MEDICAL DEAN	IS:
5	145,487 ×	5	146,783 ×	VETERINARY	MEDICINE
6	143,812 ×	6	145,000 ×		
7	136,500 ×	7	139,224 ×		
8	136,000	8	139,050 ×	RANK	SALARY
9	136,000 ×	9	137,100 ×	1	154,830 ×
10	131,327 ×	10	136,000 ×	2	153,878 ×
	126,600 ×	11	135,893 ×	3	147,000 ×
12	125,000 *	12	129,168 ×	4	146,663 ×
13	120,984 ×	13	126,000 ×	5	142,500 ×
14	120,500 ×	14	125,500 ×	6	141,200 *
15	119,600 ×	15	125,026 ×	7 .	140,000 ×
16	119,500 ×	16	120,856 ×	8	138,825 ×
	119,500 × 117,000 ×	16 17	120,856 * 120,000 *	8 9	138,825 * 137,600 *
17					-
17 18	117,000 ×	17	120,000 ×	9	137,600 ×
17 18 19 20	117,000 * 116,506 * 116,281 * 115,105 *	17 18 19 20	120,000 × 119,835 ×	9 10 11 12	137,600 * 131,750 * 131,340 * 126,197 *



28	MEDICAL DEAM	IS:	RANK	SALARY	RANK	SALARY
RANK SALARY 50 114,366 * 80 (CONTINUED) 31 113,705 * 82 13 122,471 * 32 113,695 * 82 14 116,150 * 33 112,800 * AVERAGE """ 15 115,279 * 34 112,275 * AVERAGE ALL 16 115,008 * 35 112,100 * AVERAGE R1 16 115,008 * 35 112,100 * AVERAGE R1 18 94,980 * 37 110,000 * AVERAGE R2 AVERAGE """ 131,133 39 119,701 * AVERAGE R2 AVERAGE ALL 131,133 40 119,513 * LEVEL 2 AVG AVERAGE ALL 131,133 40 119,513 * LEVEL 2 AVG AVERAGE R1 137,969 42 119,500 * LEVEL 3 AVG AVERAGE R1 137,969 42 119,000 * AVERAGE R2 AVERAGE R1 137,969 42 109,000 * AVERAGE R2 AVERAGE R1 137,969 42 109,500 * AVERAGE R2 AVERAGE R2 AVG AVERAGE R2 AVERAGE R1 109,500 * AVERAGE R1 AVERAGE R2 AVERAGE R1 109,500 * AVERAGE R2 AVERAGE R1 109,500 * AVERAGE R2 AVERAGE R2 109,000 * AVERAGE R2 109,000 * AVERAGE R2 109,500 * AVERAGE R2 109,000 * AVERAGE R2 109,000 * AVERAGE R1 109,500 * AVERAGE R2 109,000 * AVERAGE R2 100,000 * AVERAGE R	VETERINARY	MEDICINE	27	115,000	. 78	86,275 ×
RANK SALARY 30 114,568 * 81 (CONTINUED) 31 113,703 * 82 13 122,471 * 32 113,695 * 114,150 * 33 112,800 * AVERAGE """ 14 116,150 * 33 112,800 * AVERAGE """ 15 115,279 * 34 112,275 * AVERAGE ALL 16 115,000 * 35 112,100 * AVERAGE R1 18 94,980 * 37 110,000 * AVERAGE R1 AVERAGE """ 131,133 39 109,701 * AVERAGE B1 AVERAGE """ 131,133 40 109,513 * LEVEL 2 AVG AVERAGE ALL 131,133 40 109,513 * LEVEL 3 AVG AVERAGE R1 137,969 42 109,000 * LEVEL 3 AVG AVERAGE R1 137,969 42 109,000 * STUDENT SERVIC 45 106,661 * DIRECTOR OF 46 106,530 * STUDENT SERVICES 48 105,102 * RANK S OFFICER 49 105,000 * 1 1 RANK SALARY 51 104,000 * 3 1 173,245 * 52 103,734 * 4 2 160,176 * 53 103,000 * 5 3 149,350 * 54 102,516 * 6 4 129,782 * 57 101,181 9 7 129,228 * 58 100,520 11 10 125,000 * 60 100,000 * 12 10 125,000 * 60 100,000 * 12 10 125,000 * 60 100,000 * 12 11 124,000 * 62 97,850 * 14 12 125,837 * 63 97,440 * 15 13 120,000 * 66 96,000 * 16 14 121,550 * 66 96,574 * 17 15 120,000 * 66 96,000 * 19 17 119,960 * 68 95,000 * 20 18 119,000 * 69 95,000 * 22 20 116,450 * 71 94,650 * 23 21 110,125 * 72 92,000 * 24 22 116,000 * 73 91,055 * 25 23 117,797 * 74 99,020 * 26 24 117,400 * 75 99,000 * 27 25 116,300 * 76 67,996 28			28	114,915 *	-79	85,510 ×
13			29	114,636 ×	80	84,000 ×
13	RANK	SALARY	30	114,368 *	81	83,640 ×
13	(CONTINUE	D)	31		82	81,868 ×
14	13	122.471 ×	32	-		-
15		-		-	AVERAGE "*	109,925
16		=		-		=
17						
18 94,980 × 37 110,000 × AVERAGE R2 38 110,000 × AVERAGE D1 AVERAGE "*" 131,133 39 109,701 × AVERAGE ALL 131,133 40 109,513 × LEVEL 2 AVG 41 109,500 × AVERAGE R1 137,969 42 109,000 × LEVEL 3 AVG AVERAGE R1 137,969 42 109,000 × LEVEL 3 AVG AVERAGE R1 137,969 42 109,000 × LEVEL 3 AVG AVERAGE R1 137,969 42 109,000 × LEVEL 3 AVG AVERAGE R1 137,969 42 109,000 × LEVEL 3 AVG LEVEL 3 AVG BIRCTOR OF 45 106,661 × DIRECTOR OF 46 106,530 × CHIEF STUDENT SERVICES 48 105,102 × RANK S OFFICER 49 105,000 × 1 1 1 AVERAGE R2 AVERAGE D1 AVERAGE R2 AVERAGE R1 AVERAGE R2 AVERAGE R2 AVERAGE R2 AVERAGE R1 AVERAGE R1 AVERAGE R2 AVERAGE R2 AVERAGE R1 AVERAGE R2 AVERAGE R1 AVERAGE R2 AVERAGE R1 AVERAGE R2 AVERAGE R1 AVERAGE R2 AVERAGE R1 AVERACE R1 AVERAGE R1 AVERAGE R1 AVERAGE R1 AVERAGE R1 AVERACE R1 A				-	AVERAGE R1	118,401
AVERAGE "*" 131,133 39 109,701 * AVERAGE ALL 131,133 40 109,513 * LEVEL 2 AVG AVERAGE ALL 131,133 40 109,500 * LEVEL 3 AVG AVERAGE R1 137,969 42 109,000 * LEVEL 3 AVG 131,133 44 108,909 * STUDENT SERVICE 45 106,661 * DIRECTOR OF 46 106,530 * STUDENT SERVICES ADMIN.: 47 106,300 * I 1 1 CHIEF STUDENT SERVICES 48 105,102 * RANK S OFFICER 49 105,000 * 1 1 1 RANK SALARY 51 104,000 * 3 1 173,243 * 52 103,734 * 4 2 160,176 * 53 103,000 * 5 3 149,350 * 54 102,516 * 6 4 136,176 * 55 102,251 * 7 5 135,000 * 56 101,355 * 8 (6 129,782 * 57 101,181 9 7 129,228 * 58 100,940 * 10 8 128,960 * 59 100,520 11 9 125,000 * 60 100,000 * 12 10 125,000 * 61 99,254 * 13 11 124,000 * 62 97,850 * 14 12 123,837 * 63 97,440 * 15 13 122,000 * 64 97,253 * 16 14 121,500 * 65 96,374 * 17 15 120,000 * 66 96,000 * 18 16 120,000 * 69 95,004 * 21 19 118,500 * 68 95,400 * 20 18 119,000 * 69 95,004 * 21 20 118,450 * 70 94,860 * 22 21 118,150 * 70 94,860 * 22 22 118,000 * 71 94,655 * 23 23 117,797 * 74 90,020 * 26 24 117,400 * 75 90,000 * 27 25 116,500 * 75 90,000 * 27 25 116,500 * 75 90,000 * 27 25 116,500 * 75 90,000 * 27 25 116,500 * 75 90,000 * 27 25 116,500 * 75 90,000 * 27		-		-		102,426
AVERAGE "M" 131,133		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		=		103,845
AVERAGE ALL 131,133	AVERAGE "#"	131.133		-	NVENNOE ==	200,012
AVERAGE R1 137,969 42 109,000 * 43 109,000 * LEVEL 3 AVG 131,133 44 108,909 * STUDENT SERVICE 45 106,661 * DIRECTOR OF 46 106,530 * STUDENT SERVICES ADMIN.: 47 106,300 * CHIEF STUDENT SERVICES 48 105,102 * RANK S OFFICER 49 105,000 * 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		-	_	-	1 FVF1 2 AV	3 111,417
AVERAGE R1 137,969 42 109,000 * LEVEL 3 AVG 131,133 44 108,909 * STUDENT SERVICE 46 106,6530 * STUDENT SERVICES ADHIN.: 47 106,300 * CHIEF STUDENT SERVICES 48 105,102 * RANK S OFFICER 49 105,000 * 1 1 RANK SALARY 51 104,000 * 3 1 173,243 * 52 103,734 * 4 2 160,176 * 53 103,000 * 5 3 149,350 * 54 102,516 * 6 4 136,176 * 55 102,251 * 7 5 135,000 * 56 101,355 * 8 (6 129,782 * 57 101,181 9 7 129,228 * 58 100,940 * 10 8 128,960 * 59 100,520 11 9 125,000 * 60 100,000 * 12 10 125,000 * 61 99,254 * 13 11 124,000 * 62 97,850 * 14 12 123,837 * 63 97,440 * 15 13 122,000 * 66 96,374 * 17 15 120,000 * 66 96,374 * 17 15 120,000 * 66 96,374 * 17 15 120,000 * 66 96,000 * 18 16 120,000 * 66 96,000 * 19 17 119,960 * 68 95,400 * 20 18 119,000 * 69 95,500 * 22 20 118,450 * 71 94,650 * 23 21 118,125 * 72 92,000 * 24 22 118,000 * 73 91,055 * 25 23 117,797 * 74 90,020 * 26 24 117,400 * 75 90,000 * 27 25 116,300 * 75 90,000 * 27 25 116,300 * 75 90,000 * 27 25 116,300 * 75 90,000 * 27	AVERAGE ALL	101,100	•	-		
LEVEL 3 AVG 131,133	AVEDACE DI	137 040		-	LLVLL 3 AV	,,,,,,
LEVEL 3 AVG 131,133	AVERAGE KI	137,707	· -	-		•
STUDENT SERVICES ADMIN.: 47	EVEL 7 AVC	121 122	· -		CTUDENT CE	DUTCES ADMIN .
STUDENT SERVICES ADMIN.: 47	LEVEL 3 AVG	131,133		-		···
STUDENT SERVICES ADMIN.: 47				· ·	DIRECTOR	OF HUUSING
CHIEF STUDENT SERVICES 48 105,102 * RANK S OFFICER 49 105,000 * 1 1 1 RANK SALARY 51 104,000 * 3 1 173,243 * 52 103,734 * 4 2 160,176 * 53 103,000 * 5 3 149,350 * 54 102,516 * 6 4 136,176 * 55 102,251 * 7 5 135,000 * 56 101,355 * 8 (6 129,782 * 57 101,181 9 7 129,228 * 58 100,940 * 10 8 128,960 * 59 100,520 11 9 125,000 * 60 100,000 * 12 10 125,000 * 61 99,254 * 13 11 124,000 * 62 97,850 * 14 12 123,837 * 63 97,440 * 15 13 122,000 * 64 97,255 * 16 14 121,500 * 65 96,374 * 17 15 120,000 * 66 96,000 * 18 16 120,000 * 67 95,500 * 19 17 119,960 * 68 95,400 * 20 18 119,000 * 69 95,004 * 21 19 118,500 * 70 94,860 * 22 20 118,450 * 71 94,655 * 23 21 118,125 * 72 92,000 * 24 22 118,000 * 73 91,055 * 25 23 117,797 * 74 90,020 * 26 24 117,400 * 75 90,000 * 27 25 116,300 * 76 87,996 28		ITOTO ADMIN		-		
OFFICER 49 105,000 * 1 1 1 RANK SALARY 51 104,000 * 3 1 173,243 * 52 103,734 * 4 2 160,176 * 53 103,000 * 5 3 149,350 * 54 102,516 * 6 4 136,176 * 55 102,251 * 7 5 135,000 * 56 101,355 * 8 6 129,782 * 57 101,181 9 7 129,228 * 58 100,940 * 10 8 126,960 * 59 100,520 11 9 125,000 * 60 100,000 * 12 10 125,000 * 61 99,254 * 13 11 124,000 * 62 97,850 * 14 12 123,837 * 63 97,440 * 15 13 122,000 * 64 97,255 * 16 14 121,500 * 65 96,374 * 17 15 120,000 * 66 96,000 * 18 16 120,000 * 67 95,500 * 19 17 119,960 * 68 95,400 * 20 18 119,000 * 69 95,004 * 21 19 118,500 * 70 94,860 * 22 20 118,450 * 71 94,655 * 23 21 118,125 * 72 92,000 * 24 22 118,000 * 73 91,055 * 25 23 117,797 * 74 90,020 * 26 24 117,400 * 75 90,000 * 27 25 116,300 * 76 87,996 28			•	-	DAA#	041.4594
RANK SALARY 51 104,400 * 2 1 RANK SALARY 51 104,000 * 3 1 173,243 * 52 103,734 * 4 2 160,176 * 53 103,000 * 5 3 149,350 * 54 102,516 * 6 4 136,176 * 55 102,251 * 7 5 135,000 * 56 101,355 * 8 6 129,782 * 57 101,181 9 7 129,228 * 58 100,940 * 10 8 128,960 * 59 100,520 11 9 125,000 * 60 100,000 * 12 10 125,000 * 61 99,254 * 13 11 124,000 * 62 97,850 * 14 12 123,837 * 63 97,440 * 15 13 122,000 * 64 97,253 * 16 14 121,500 * 65 96,374 * 17 15 120,000 * 66 96,000 * 18 16 120,000 * 66 96,000 * 18 16 120,000 * 68 95,400 * 20 18 119,000 * 68 95,400 * 20 18 119,000 * 69 95,004 * 21 19 118,500 * 70 94,860 * 22 20 118,450 * 71 94,650 * 23 21 118,125 * 72 92,000 * 24 22 118,000 * 73 91,055 * 25 23 117,797 * 74 90,020 * 26 24 117,400 * 75 90,000 * 27 25 116,300 * 76 87,996 28		DENT SERVICES		-		SALARY
RANK SALARY 51 104,000 * 3 1 173,243 * 52 103,734 * 4 2 160,176 * 53 103,000 * 5 3 149,350 * 54 102,516 * 6 4 136,176 * 55 102,251 * 7 5 135,000 * 56 101,355 * 8 6 129,782 * 57 101,181 9 7 129,228 * 58 100,940 * 10 8 128,960 * 59 100,520 11 9 125,000 * 60 100,000 * 12 10 125,000 * 61 99,254 * 13 11 124,000 * 62 97,850 * 14 12 123,837 * 63 97,440 * 15 13 122,000 * 64 97,253 * 16 14 121,500 * 65 96,374 * 17 15 120,000 * 66 96,000 * 18 16 120,000 * 67 95,500 * 19 17 119,960 * 68 95,400 * 20 18 119,000 * 69 95,004 * 21 19 116,500 * 70 94,860 * 22 20 118,450 * 71 94,650 * 23 21 118,125 * 72 92,000 * 24 22 118,000 * 75 90,000 * 27 25 116,300 * 76 87,996 28	OFFICER		•	•		117,600 ×
1 173,243 * 52 103,734 * 4 2 160,176 * 53 103,000 * 5 3 149,350 * 54 102,516 * 6 4 136,176 * 55 102,251 * 7 5 135,000 * 56 101,355 * 8 6 129,782 * 57 101,181 9 7 129,228 * 58 100,940 * 10 8 128,960 * 59 100,520 11 9 125,000 * 60 100,000 * 12 10 125,000 * 61 99,254 * 13 11 124,000 * 62 97,850 * 14 12 123,837 * 63 97,440 * 15 13 122,000 * 64 97,253 * 16 14 121,500 * 65 96,374 * 17 15 120,000 * 66 96,000 * 18 16 120,000 * 67 95,500 * 19 17 119,960 * 68 95,400 * 20 18 119,000 * 69 95,004 * 21 19 118,500 * 70 94,860 * 22 20 118,450 * 71 94,650 * 23 21 118,125 * 72 92,000 * 24 22 118,000 * 73 91,055 * 25 23 117,797 * 74 90,020 * 26 24 117,400 * 75 90,000 * 27 25 116,300 * 76 87,996 28						102,012 *
2 160,176 * 53 103,000 * 5 3 149,350 * 54 102,516 * 6 4 136,176 * 55 102,251 * 7 5 135,000 * 56 101,355 * 8 6 129,782 * 57 101,181 9 7 129,228 * 58 100,940 * 10 8 128,960 * 59 100,520 11 9 125,000 * 60 100,000 * 12 10 125,000 * 61 99,254 * 13 11 124,000 * 62 97,850 * 14 12 123,837 * 63 97,440 * 15 13 122,000 * 64 97,253 * 16 14 121,500 * 65 96,374 * 17 15 120,000 * 66 96,000 * 18 16 120,000 * 67 95,500 * 19 17 119,960 * 68 95,400 * 20 18 119,000 * 69 95,004 * 21 19 118,500 * 70 94,860 * 22 20 118,450 * 71 94,650 * 23 21 118,125 * 72 92,000 * 24 22 118,000 * 73 91,055 * 25 23 117,797 * 74 90,020 * 26 24 117,400 * 75 90,000 * 27 25 116,300 * 76 87,996 28						95,981 ×
3 149,350 * 54 102,516 * 6 4 136,176 * 55 102,251 * 7 5 135,000 * 56 101,355 * 8 (6 129,782 * 57 101,181 9 10 12 10 12 10 12 10 12 10 12 10 12 10 12 10 12 10 12 10 12 10 12 10 12 10 12 10 <td></td> <td></td> <td></td> <td>-</td> <td>•</td> <td>95,100 ×</td>				-	•	95,100 ×
4				-		92,600 ×
5 135,000 * 56 101,355 * 8 (6 129,782 * 57 101,181 9 7 129,228 * 58 100,940 * 10 8 128,960 * 59 100,520 11 9 125,000 * 60 100,000 * 12 10 125,000 * 61 99,254 * 13 11 124,000 * 62 97,850 * 14 12 123,837 * 63 97,440 * 15 13 122,000 * 64 97,253 * 16 14 121,500 * 65 96,374 * 17 15 120,000 * 66 96,000 * 18 16 120,000 * 67 95,500 * 19 17 119,960 * 68 95,400 * 20 18 119,000 * 69 95,004 * 21 19 118,500 * 70 94,860 * 22 20 118,450 * 71 94,650 * 23 21 118,000 * 73		=				92,524 ×
6	4	136,176 ×	55	102,251 ×		90,000
7 129,228 * 58 100,940 * 10 8 128,960 * 59 100,520 11 9 125,000 * 60 100,000 * 12 10 125,000 * 61 99,254 * 13 11 124,000 * 62 97,850 * 14 12 123,837 * 63 97,440 * 15 13 122,000 * 64 97,253 * 16 14 121,500 * 65 96,374 * 17 15 120,000 * 66 96,000 * 18 16 120,000 * 67 95,500 * 19 17 119,960 * 68 95,400 * 20 18 119,000 * 69 95,004 * 21 19 118,500 * 70 94,860 * 22 20 118,450 * 71 94,650 * 23 21 118,000 * 73 91,055 * 25 23 117,797 * 74 90,020 * 26 24 117,400 * 75 90,0	5	-	56	-	•	(84,455)*
8 128,960 * 59 100,520 11 9 125,000 * 60 100,000 * 12 10 125,000 * 61 99,254 * 13 11 124,000 * 62 97,850 * 14 12 123,837 * 63 97,440 * 15 13 122,000 * 64 97,253 * 16 14 121,500 * 65 96,374 * 17 15 120,000 * 66 96,000 * 18 16 120,000 * 67 95,500 * 19 17 119,960 * 68 95,400 * 20 18 119,000 * 69 95,004 * 21 19 118,500 * 70 94,860 * 22 20 118,450 * 71 94,650 * 23 21 118,000 * 73 91,055 * 25 23 117,797 * 74 90,020 * 26 24 117,400 * 75 90,000 * 27 25 116,300 * 76 87,9	6	129,782 ×	57	101,181	9	84,200 ×
9	7	129,228 ×	58	100, 9 40 *	10	84,082 ×
10	8	128,960 ×	59	100,520	11	84,000 ×
11	9	125,000 ×	60	100,000 ×	12	83,072 ×
12 123,837 * 63 97,440 * 15 13 122,000 * 64 97,253 * 16 14 121,500 * 65 96,374 * 17 15 120,000 * 66 96,000 * 18 16 120,000 * 67 95,500 * 19 17 119,960 * 68 95,400 * 20 18 119,000 * 69 95,004 * 21 19 118,500 * 70 94,860 * 22 20 118,450 * 71 94,650 * 23 21 118,125 * 72 92,000 * 24 22 118,000 * 73 91,055 * 25 23 117,797 * 74 90,020 * 26 24 117,400 * 75 90,000 * 27 25 116,300 * 76 87,996 28	10	125,000 ×	61	99,254 ×	13	82,400 ×
13 122,000 * 64 97,253 * 16 14 121,500 * 65 96,374 * 17 15 120,000 * 66 96,000 * 18 16 120,000 * 67 95,500 * 19 17 119,960 * 68 95,400 * 20 18 119,000 * 69 95,004 * 21 19 118,500 * 70 94,860 * 22 20 118,450 * 71 94,650 * 23 21 118,125 * 72 92,000 * 24 22 118,000 * 73 91,055 * 25 23 117,797 * 74 90,020 * 26 24 117,400 * 75 90,000 * 27 25 116,300 * 76 87,996 28	11	124,000 ×	62	97,850 ×	14	82,203 ×
14 121,500 * 65 96,374 * 17 15 120,000 * 66 96,000 * 18 16 120,000 * 67 95,500 * 19 17 119,960 * 68 95,400 * 20 18 119,000 * 69 95,004 * 21 19 118,500 * 70 94,860 * 22 20 118,450 * 71 94,650 * 23 21 118,125 * 72 92,000 * 24 22 118,000 * 73 91,055 * 25 23 117,797 * 74 90,020 * 26 24 117,400 * 75 90,000 * 27 25 116,300 * 76 87,996 28	12	123,837 ×	63	.97,440 ×	15	82,000 ×
15 120,000 * 66 96,000 * 18 16 120,000 * 67 95,500 * 19 17 119,960 * 68 95,400 * 20 18 119,000 * 69 95,004 * 21 19 118,500 * 70 94,860 * 22 20 118,450 * 71 94,650 * 23 21 118,125 * 72 92,000 * 24 22 118,000 * 73 91,055 * 25 23 117,797 * 74 90,020 * 26 24 117,400 * 75 90,000 * 27 25 116,300 * 76 87,996 28	13	122,000 ×	64	97,253 ×	. 16	81,665 ×
16 120,000 * 67 95,500 * 19 17 119,960 * 68 95,400 * 20 18 119,000 * 69 95,004 * 21 19 118,500 * 70 94,860 * 22 20 118,450 * 71 94,650 * 23 21 118,125 * 72 92,000 * 24 22 118,000 * 73 91,055 * 25 23 117,797 * 74 90,020 * 26 24 117,400 * 75 90,000 * 27 25 116,300 * 76 87,996 28	14	121,500 ×	65	96,374 ×	17	79,500
17 119,960 * 68 95,400 * 20 18 119,000 * 69 95,004 * 21 19 118,500 * 70 94,860 * 22 20 118,450 * 71 94,650 * 23 21 118,125 * 72 92,000 * 24 22 118,000 * 73 91,055 * 25 23 117,797 * 74 90,020 * 26 24 117,400 * 75 90,000 * 27 25 116,300 * 76 87,996 28	15	120,000 ×	66	96,000 ×	18	78,042 ×
18 119,000 * 69 95,004 * 21 19 118,500 * 70 94,860 * 22 20 118,450 * 71 94,650 * 23 21 118,125 * 72 92,000 * 24 22 118,000 * 73 91,055 * 25 23 117,797 * 74 90,020 * 26 24 117,400 * 75 90,000 * 27 25 116,300 * 76 87,996 28	16	120,000 ×	67	95,500 ×	19	76,875 ×
19 118,500 * 70 94,860 * 22 20 118,450 * 71 94,650 * 23 21 118,125 * 72 92,000 * 24 22 118,000 * 73 91,055 * 25 23 117,797 * 74 90,020 * 26 24 117,400 * 75 90,000 * 27 25 116,300 * 76 87,996 28	17	119,960 ×	68	95,400 ×	20	75,047 ×
20 118,450 * 71 94,650 * 23 21 118,125 * 72 92,000 * 24 22 118,000 * 73 91,055 * 25 23 117,797 * 74 90,020 * 26 24 117,400 * 75 90,000 * 27 25 116,300 * 76 87,996 28	18	119,000 ×	69	95,004 ×	21	74,552 ×
20 118,450 * 71 94,650 * 23 21 118,125 * 72 92,000 * 24 22 118,000 * 73 91,055 * 25 23 117,797 * 74 90,020 * 26 24 117,400 * 75 90,000 * 27 25 116,300 * 76 87,996 28		118,500 ×	70	94,860 ×	22	73,460 ×
21 118,125 * 72 92,000 * 24 22 118,000 * 73 91,055 * 25 23 117,797 * 74 90,020 * 26 24 117,400 * 75 90,000 * 27 25 116,300 * 76 87,996 28		118,450 ×	71	94,650 ×	23	73,150 ×
22 118,000 * 73 91,055 * 25 23 117,797 * 74 90,020 * 26 24 117,400 * 75 90,000 * 27 25 116,300 * 76 87,996 28			72	92,000 ×	24	72,250 ×
23 117,797 × 74 90,020 × 26 24 117,400 × 75 90,000 × 27 25 116,300 × 76 87,996 28					25	72,000 ×
24 117,400 × 75 90,000 × 27 25 116,300 × 76 87,996 28						70,343
25 116,300 × 76 87,996 28						70,029 ×
				-		70,018 ×
26 115,872 77 87,070 × 29	26		77	87,070 ×	29	69,523 ×
* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESP		=				



STUD	ENT SERVICES ADMIN.:	RANK	SALARY	RANK	SALARY
DI	RECTOR OF HOUSING	76	47,730 ×	29	53,000 ×
	·	77	46,287 ×	30	52,776 ×
		78	45,991 ×	31	50,328 ×
RAN	IK SALARY	79	43,784 ×	32	50,103 ×
(CONTINUED)	80	41,594 ×	33	50,000 ×
30	69,060 ×	81	41,000 ×	34	49,900 ×
31	68,775 ×	•	•	35	44,640 ×
32	67,554 ×	AVERAGE "*"	66,269	36	43,447 ×
33	67,177 ×	AVERAGE ALL	66,600	37	38,199 ×
34	66,049 ×				•
35	66,000 ×	AVERAGE R1	73,383	AVERAGE "*"	63,200
36	(65,806)×	AVERAGE R2	60,852	AVERAGE ALL	63,219
37	65,262 ×	AVERAGE D1	62,514		
38	64,964 ×		*- *	AVERAGE R1	68,145
39	64,610 ×	LEVEL 3 AVG	75,352		
40	64,566 ×	LEVEL 4 AVG	64,209	LEVEL 3 AVG	74,262
41	64,200 ×		0,1,107	LEVEL 4 AVG	64,329
42	63,777 ×			LEVEL 5 AVG	50,161
43	63,256 ×	STUDENT SERV	ICES ADMIN.:	ELVEL 3 AVO	20,202
44	63,000 ×	DIRECTOR O			
45	63,000 ×	SERVICES	. 52,12,10	STUDENT SER	VICES ADMIN.:
46	62,500 ×	JERV13E3	•	DEAN OF S	
47	62,400 ×	RANK	SALARY	AFFAIRS	, obeni
48	62,400 ×	1	90,338 ×	AI I KING	
49	61,585 ×	2	86,700 ×	RANK	SALARY
50	61,560 ×	3	84,510 ×	1	122,520 ×
51	61,200 ×	4	84,500 ×	2	100,000 ×
52	61,000 ×	5	79,545 ×	3	98,119 ×
53	60,500 ×	6	75,057 ×	4	93,600 ×
54	60,130 ×	7	73,892 ×	5	93,326 ×
55	60,075 ×	8	73,430 ×	6	91,669 ×
56	60,019 ×	9	73,027 ×	7	89,571 ×
57	59,119 ×	10	73,000 ×	8	87,530
58	58,200 ×	11	-	9	85,800 ×
59	58,012 ×	12	72,606 ×	10	-
60	56,020 ×	13	72,430 × 69,735 ×	11	85,200 × 85,200 ×
61	55,601 ×		68,550 ×		-
62	55,362 ×	14 15	68,420 ×	12 13	84,600 ×
63	55,008 ×	16			84,214 ×
64	55,000 ×	17	66,700 ×	14	84,200 ×
	55,000 ×	18	64,890 ×	15	84,156 ×
65 66	54,632 ×	19	60,019 * 59,675 *	16 17	80,000 × 79,500 ×
67	54,500 ×	20	59,250 ×	18	
68	54,100 ×	21	58,692		79,344 ×
			-	19	79,140 ×
69 70	52,058 50,693 *	22	58,500 ×	20 21	78,677 ×
70 71	50,493 ×	23	58,298 ×	21	78,500 ×
71	49,853 ×	24 25	55,938 ×	22	78,301 ×
72	49,591 ×	25	55,500 ×	23	77,765 ×
73 76	49,056 ×	26 27	55,290 ×	. 24	77,350 ×
74 75	48,823 × · 48,662 ×	27 28	55,191 × 53,040 ×	25 26	77,293 ×
	MASHICO DI = DESEADON T DE				77,249 ×

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY





STUDENT SERV	ICES ADMIN.:	. RANK	SALARY	RANK	SALARY .	
DEAN OF ST	UDENT	4	136,185 ×	55	(70,100)*	
AFFAIRS		5	129,468 ×	56	70,000 ×	
		· . 6	129,000 ×	57	69,597 ×	
RANK	SALARY	7	128,123 ×	58	68,985 ×	
(CONTINUE	(D)	8	126,900 ×	59	66,950 ×	
27	76,809 ×	9	122,916 *	60	64,492 ×	
28	75,500 ×	10	121,567 ×	61	64,000 ×	
29	75,000 ×	11	115,299 ×	62	54,457 ×	
30	74,134 ×	12	115,254 ×	63	53,028 ×	
31	72,240	13	112,332 ×	64	50,703 ×	
32	(71,440)×	14	107,448 ×	65	49,500 ×	
33	71,021 ×	15	106,173 ×	66	48,095 ×	
34	69,095 ×	16	104,547 ×	67	46,476 ×	
35	69,034 ×	. 17	102,133 ×		• '	
36	68,669 ×	18	101,034 ×	AVERAGE "*"	91,886	
37	67,980 ×	19	99,996 ×	. AVERAGE ALL	91,357	
38	65,165 ×	20	99,960 ×			
39	63,600 ×	21	99,173	AVERAGE R1	102,172	
40	63,433 ×	22	98,724 ×	AVERAGE R2	84,722	
41	62,400 ×	23	98,500 ×	AVERAGE D1	72,328	
42	62,160 ×	24	98,400 ×			
43	62,000	25	96,642 ×	LEVEL 3 AVG	88,768	
44	58,703 ×	26	95,900 ×	LEVEL 4 AVG	91,529	
45	58,585 ×	27	95,059 ×			
46	57,112 *	28	95,052 ×			
47	54,624 ×	29	93,659 ×		VICES ADMIN.:	
48	52,463 ×	30	93,503 ×	DIRECTOR	OF CAREER	
49	49,594 ×	31	90,349 ×	SERVICES		
50	48,821 ×	32	90,124 *			
51	44,748 ×	33	88,542 ×	RANK	SALARY	
52	42,276 ×	34	87,633 ×	1	89,259 ×	
		35	87,288 ×	2	82,100 ×	
AVERAGE "*"	74,442	36	86,875 ×	3	81,400 ×	
AVERAGE ALL	74,412	37	86,088 ×	4	80,616 ×	
		38	86,081 *	5	79,554 ×	
AVERAGE R1	78,509	39	85,204 *	6	79,011 ×	
AVERAGE R2	69,601	40	83,677 ×	7	77,292	
AVERAGE D1	70,511	41	83,000 ×	8	75,330 ×	
		42	82,400 ×	9	74,822 ×	
LEVEL 3 AVG		43	81,508 ×	10	74,000 × 73,213 ×	
LEVEL 4 AVG	74,190	44	81,370	11	73,213 × 71,420 ×	
		45	78,564 × 78,288	12 13	71,006 ×	
0711D5117 05D1	UTOSO ARMIN .	46	78,000 ×	14	70,045 ×	
	VICES ADMIN.:	47	76,970 ×		-	
	OF STUDENT	48 49	76,366 ×	16	15 68,543 × 16 68,070 ×	
HEALTH CE	NIEK		76,100 ×	17	67,600 ×	
BANK	CALABY	50 51	- •		66,850 ×	
RANK	SALARY	51 52	75,510 × 73,236	18 19	66,771 ×	
1	156,900 ×	52 53	73,236 72,800 ×	20	65,992 ×	
2 3	153,719 * 152,964 *	55 54	72,000 × 72,000 ×	21	65,016 ×	
	-			LEVEL = LEVEL OF R		
MASULGU	WI - KESEMKUN I	"F - KESEMKUN I	T DI - DOCIONAL I			



TABLE I (CONTINUED)

STUDENT	SERVICES ADMIN.:	RANK	SALARY	RANK	SALARY .
DIREC	TOR OF CAREER	68	46,994 ×	22	(66,304)×
SERVI	CES	69	46,691 ×	23	66,131 ×
•		70	46,568 ×	24	66,035 ×
RANK	SALARY	71	46,296 ×	25	66,000 ×
(CON	TINUED)	72	46,267 ×	26	65,119 ×
22	64,682	73	46,206 ×	27	63,000 ×
23	64,340 ×	74	44,805 ×	28	62,183 ×
24	64,260 ×	75	44,554	29	62,000 ×
25	64,173 ×	, 76	43,776 ×	30	61,439 ×
26	64,078 ×	77	42,170 ×	31	61,347 ×
27	63,545 ×	78	41,268 *	32	61,096 ×
28	63,000 ¥	79	40,000 ×	33	60,805 ×
29	63,000 ¥	80	30,160 ×	34	60,442 ×
30	62,784 ×			35	59,601 ×
31	62,594 ×	AVERAGE "	58,500	36	59,550 ×
32	62,503 ×	AVERAGE AL	L 58,513	37	59,038 ×
33	61,893 ×			38	58,944 ×
34	61,607 ×	AVERAGE RI	63,641	39	58,545
35	59,370 ×	AVERAGE R2	54,758	40	58,105 ×
36	59,355 ×	AVERAGE DI	54,666	41	57,646 ×
37	59,070 ×			42	57,585 ×
38	58,620 ×	LEVEL 3 AV	G 58,995	43	57,371 ×
39	57,904 ×	LEVEL 4 AV	/G 58,854	44	57,178 ×
40	57,778 ×			45	55,460 ×
41	57,577 *	•		46	54,769 ×
42	56,000 ×	STUDENT SE	RVICES ADMIN.:	47	54,750 ×
43	55,584 ×	DIRECTOR	OF STUDENT	48	54,720 ×
44	55,000 ×	UNION		49	54,709 ×
45	54,500 ×	•		50	54,175 ×
46	54,366 ×	RANK	SALARY	51	54,162 *
47	54,010 ×	1	106,068 ×	52	53,000 ×
48	54,000 ×	2	91,000 ×	53	52,838 ×
49	53,367 ×	3	84,024 ×	54	52,561 ×
50	53,345 ×	4	83,356 ×	55	52,530 ×
51	53,248 ×	5	82,568 ×	56	52,250 ×
52	53,000 ×	6	80,400 ×	57	52,008 ×
53	52,266 ×	· 7	80,168 ×	58	50,095 ×
54	51,455 ×	8	77,556 ×	59	50,042 ×
55	51,325 ×	9	76,722 ×	60	(49,919)×
56	50,650 ×	10	76,000 ×	61	49,804 ×
57	50,625 ×	11	74,000 ×	62	49,474 ×
58	50,000 ×	12	71,500 ×	63	49,000 ×
59	49,393 ×	13	70,833 ×	64	47,900 ×
60	48,988 ×	14	70,576 ×	65	46,183 ×
61	. 48,569 ×	15	70,400 ×	66	46,053 ×
62	48,500	16	69,735 ×	67	45,371 ×
63	48,000 ×	17	69,084 ×	68	45,000 ×
64	47,512 *	18	68,652	69	41,340 ×
65	47,424 ×	19	68,120 ×	70	39,192
66	47,124 *	20	67,680	71	37,201 ×
67	47,000 ×	21	66,987 ×		·
× = NAC	NUICO PI = PESEAPOH T I	BO = DECEADOM T'	T DI = DOCTORAL T	LEVEL - LEVEL A	F DECDANCIBLITTY

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY



STUDENT SE	RVICES ADMIN.:	RANK	SALARY	RANK	SALARY
DIRECTOR	OF STUDENT	31	55,633 ×	15	75,500 ×
UNION	•	32	54,957	16	74,412 ×
		33	54,900 ×	17	74,314 ×
(CONTINUED)	34	53,000 ×	18	73,800 ×
		35	51,288 ×	19	73,700 ×
AVERAGE "*	" 61,512	36	50,000 ×	20	73,200 ×
AVERAGE AL	L 61,344	37	50,000 ×	21	73,184 ×
		38	49,595 ×	22	73,090 ×
AVERAGE R1	67,936	39	49,102 × .	23	73,000 ×
AVERAGE R2	59,212	40	49,065 ×	24	72,339 ×
AVERAGE DI	53,732	41	46,124 ×	25	72,100 ×
		42	43,981 ×	26	71,147 ×
LEVEL 3 AV	IG 67,985	43	42,024 ×	27	70,800 ×
LEVEL 4 AV	/G 60,041	. 44	41,677 ×	28	70,233 ×
		45	41,550 ×	29	69,844 ×
		46	40,368 *	30	69,613 ×
STUDENT SE	RVICES ADMIN.:	47	39,900 ×	31	68,788 ×
DIRECTOR	OF MINORITY/	. 48	38,840 ×	32	68,433 ×
MULTICUL	TURAL AFFAIRS	49	38,665 ×	33	68,292
		50	26,928 ×	34	68,180 ×
RANK	SALARY			35	67,882 ×
1	121,008 ×	AVERAGE "*	" 63,557	36	67,028 × .
Ż	118,450 ×	AVERAGE AL	L 63,385	37	67,000 ×
3	97,300 ×			38	66,391 ×
4	94,500 ×	AVERAGE R1	69,741	39	66,023 ×
5	90,640 ×	AVERAGE R2	59,553	40	64,832 ×
6	90,607 ×	•		41	64,743 ×
7	87,588 ×	LEVEL 2 AV	G 108,819	42	64,440 ×
8	(87,000)×	LEVEL 3 AV	G 69,672	43	64,236 ×
9	81,028 ×	LEVEL 4 AV	G 57,848	44	64,210 ×
10	78,275 ×			45	63,861 ×
11	(77,333)×			46	63,000 ×
12	75,835 ×	STUDENT SE	RVICES ADMIN.:	47	61,467 ×
13	72,400 ×	DIRECTOR	OF COUNSELING	48	61,228 ×
14	71,690 ×			49	60,792 ×
15	71,050 ×			50	60,042 ×
16	68,250 ×	RANK	SALARY	51	58,270 ×
17	67,724 ×	1	102,057 ×	52	58,000 ×
18	66,700 ×	2	100,092 ×	53	57,802
19	66,491 ×	3	96,540	54	57,790 ×
20	65,285 ×	4	92,520 ×	55	57,500 ×
21	64,830 ×	5	90,500 ×	56	57,401 ×
22	62,436 ×	6	87,384 ×	57	57,346 ×
23	61,200 ×	7	(86,900)×	58	56,271 ×
24	60,972 ×	8	85,786 ×	59	56,268 ×
25	60,048 ×	9	84,625 ×	60	55,452 ×
26	59,615 ×	10	84,035 ×	61	55,376 ×
27	59,034 ×	11	82,191	62	55,116 ×
28	58,888 ×	12	(80,855)×	63	54,700 ×
29	58,849 ×	13	80,577 ×	64	54,581 ×
30	56,623 ×	14	77,226 ×	65	54,091 ×
	GC R1 = RESEARCH I				



STUDENT SER	VICES ADMIN.:	RANK	SALARY	RANK	SALARY
DIRECTOR	OF COUNSELING	21	(61,620)*	(C	ONTINUED)
	•	22	60,981 ×		
		23	60,779 ×	AVERAGE "*"	57,806
RANK	SALARY	24	60,146 ×	AVERAGE ALL	58,426
(CONTINU	ED)	25	59,948 ×	•	·
66	53,175 ×	26	59,100 ×	AVERAGE R1	61,786
67	53,038 ×	27	59,000 ×	AVERAGE R2	53,756
68	50,700 ×	28	58,913 ×	AVERAGE D1	57,783
69	50,000 ×	29	58,859 ×		•
70	47,537 ×	30	58,499 ×	LEVEL 3 AVG	73,365
71	46,350	31	58,152 ×	LEVEL 4 AVG	-
72	45,473 ×	32	58,098 ×	LEVEL 5 AVG	-
73	45,000 ×	33	58,008		•
74	31,484 ×	34	57,906 ×		
	52, 10 1	35	56,000 ×	STUDENT SER	VICES ADMIN.:
AVERAGE "*"	66,811	36	54,180 ×		OF INTERNATIONAL
AVERAGE ALL	· ·	37	54,130 ×	STUDENT S	
	<i>0.70 to</i>	38	53,964 ×		
AVERAGE R1	70,194	39	53,750 ×	RANK	SALARY
AVERAGE R2	65,097	40	53,400 ×	1	89,337 ×
AVERAGE D1	62,393	41	53,266 ×	2	86,114 ×
AVERAGE DI	02,070	42	52,719 ×	3	77,259 ×
LEVEL 3 AVG	77,686	43	51,597 ×	4	72,932 ×
LEVEL 4 AVG		44	51,000 ×	5	72,552 ×
LEVEL 4 AVG	05,000	45	50,775 ×	6	68,400 ×
•		46	50,775 ×	7	68,124 ×
CTUDENT CED	VICES ADMIN.:	47	49,600 ×	8	67,725 ×
	OF INTRAMURAL	48	48,678 ×	9	66,148 ×
	IONAL SPORTS	49	48,038 ×	10	65,500 ×
a RECREAT	TUNKE STORIS	50	47,966 ×	11	64,876 ×
RANK	SALARY	51	47,736 ×	12	63,388 ×
1	145,000 ×	52	45,770 ×	13	60,243 ×
2	121,000 ×	53	45,226 ×	14	60,212 ×
3	114,307 ×	54	45,146 ×	15	59,314 ×
4	94,158	55	44,340 ×	16	58,500 ×
5	79,750 ×	56	43,199 ×	17	57,721 ×
6	77,641 ×	57	41,097 ×	18	57,720 ×
7	76,650 ×	58	41,000 ×	19	56,650 ×
8	76,634 ×	59	40,456 ×	20	55,356 ×
9	75,241 ×	60	39,712 ×	21	54,472 ×
	71,486 ×	61	36,990 ×	22	53,945 ×
10 11	70,020 ×	62	36,235 ×	23	53,251 ×
12	69,683 ×	63	35,975 ×	24	53,020 ×
13	69,035 ×	64	35,150 ×	25	52,350 ×
14	66,841 ×	65	32,800 ×	26	51,485 ×
15	65,000 ×	66	29,870 ×	2 0 . 27	51,233 ×
16	64,400 ×	67	28,555 ×	28	49,870 ×
16	62,796	97	20,333 ×	29	49,176
18	62,796 62,208 ×			30	48,776 ×
19	62,200 ×			31	48,214 ×
20	61,824 ×			32	46,890 ×
	=	T DO = DECEADOU	II D1 = DOCTORAL I		
~ ~ HYPOTO	, ne - nesember	- NE - NESERNON	PT POCIUME I	LEVEL OF F	UNIVAVALA!!





STUDENT SE	RVICES ADMIN.:	RANK	SALARY	STUDENT SE	RVICES ADMIN.:
	OF INTERNATIONAL		62,511 ×		OF ADMISSIONS
	SERVICES	10	62,218 ×		
		11	60,648 ×		
RANK	SALARY	12	60,638 ×	RANK	SALARY
(CONTIN		13	54,925 ×	1	110,000 ×
33	46,725 ×	14	54,740 ×	2	103,000 ×
34	46,350 ×	15	54,355 ×	3	98,000 ×
35	45,900 ×	16	54,300 ×	4	97,900 ×
36	45,055 ×	17	53,801 ×	5	96,463 ×
37	44,951 ×	18	53,354 ×	6	96,241 ×
38	44,186 *	19	53,000 ×	7	91,773 ×
39	(44,028)*	20	52,842 ×	8	90,000 ×
40	43,500 ×	21	52,426 ×	9	90,000 ×
41	43,000 ×	22	52,200 ×	10	89,136 ×
42	41,592 ×	23	51,200 ×	11	88,085 ×
43	41,343 ×	24	50,470 ×	12	83,320 ×
44	41,200 ×	25	50,042 ×	13	81,000 ×
45	41,200 ×	26	49,069 ×	14	79,800 ×
46	40,488 ×	27	47,799 ×	15	79,550 ×
	• •	. 27	47,494 ×	16	79,387 ×
47	40,242 ×	2 9	46,818 ×	17	78,931 ×
48	39,694 ×	•	45,000 ×	18	78,505 ×
49	38,628 ×	30	44,761 ×		77,800 ×
50 53	37,798 ×	31	•	19	-
51	37,375 ×	32	42,840 ×	20	77,480 ×
52	35,565 ×	33	42,500 ×	21	76,773 ×
		34	41,410 ×	22	74,700 ×
AVERAGE "		35	40,729 ×	23	74,500 ×
AVERAGE AL	LL 53,452	36	40,582 ×	24	73,884 ×
		37	39,026 ×	25	72,500 ×
AVERAGE RI	•	38	38,840	26	72,000 ×
AVERAGE R	-	39	38,388 ×	27	71,848 ×
AVERAGE D	L 52,936	40	37,536 ×	28	71,050 ×
		41	35,908 ×	29	70,836 ×
LEVEL 3 AV	-	42	35,349 ×	30	70,564 ×
LEVEL 4 AV	•	43	35,311 ×	31	70,387 ×
LEVEL 5 AV	VG 48,469	44	33,619 ×	32	70,000 ×
		*******		33	69,005 ×
A=: ===================================		AVERAGE "*"	52,581	34	67,500 ×
	ERVICES ADMIN.:	AVERAGE ALL	52,710	35	67,500 ×
	R OF STUDENT			36	66,254 ×
ACTIVIT	IES	AVERAGE R1	55,397	37	66,024
		AVERAGE R2	53,368	38	65,722 ×
RANK	SALARY			39	65,000 ×
1	88,856 ×	LEVEL 3 AVG		40	64,181 ×
2	88,000 ×	LEVEL 4 AVG		41	63,484 ×
3	('79,091)×	LEVEL 5 AVG	44,083	42	63,250 ×
4	72,000		•	43	63,221 ×
5	72,000 ×			44	62,800 ×
6	68,505 ×			45	62,688 ×
7	68,120 ×	•		46	61,000 ×
8	66,034 ×			47	60,792 ×
# = NASUL	GC R1 = RESEARCH	I R2 = RESEARCH II	DI = DOCTORAL	I LEVEL = LEVEL OF	KESLAN2TRIFT!A



STUDENT SEI	RVICES ADMIN.:	RANK	SALARY	RANK	SALARY
DIRECTOR	OF ADMISSIONS	10	77,811 *	61	55,686
		11	77,555 *	62	55,188 *
		12	77,430 ×	63	55,011 ×
RANK	SALARY	13	76,676 ×	64	54,977 ×
(CONTIN	UED)	14	76,400 ×	65	54,600 ×
48	60,247 ×	15	75,793 ×	66	54,193 ×
49	60,200 ×	16	74,540 *	67	54,014 ×
50	60,000 ×	17	74,400 ×	68	53,832 ×
51	59,668 ×	18	73,884 ×	69	53,646 ×
52	59,028	19	73,500 ×	70	53,418 ×
53	57,830 ×	20	73,200 ×	71	53,371 ×
54	57,751 ×	21	72,400 ×	72	52,000 ×
55	57,360 ×	22	72,400 ×	73	51,895 ×
56	57,348 ×	23	72,000 ×	74	51,516 ×
57	57,310 ×	24	71,848 ×	75	50,033 ×
58	54,202 ×	25	71,070 ×	76	49,000
59	52,305 ×	26	70,820 ×	77	48,000 ×
60	51,732 ×	27	70,000 ×	78	47,500 ×
61	50,556 ×	28	69,948	79	47,460 ×
62	47,656 ×	29	69,435 ×		,
63	47,286 ×	30	69,300	AVERAGE	"*" 65,881
64	46,426	31	69,228 ×	AVERAGE	•
65	46,350 ×	32	68,993 ×	NVERNOE	XLL 03,030
66	43,051 ×	33	68,742 ×	AVERAGE	R1 69,303
	,	34	68,650 ×	AVERAGE	· ·
AVERAGE "*	" 70,772	35	68,596 ×	AVERAGE	
AVERAGE AL		36	68,567 ×	. AVERAGE	DI 65,540
NOTINGE NE	. , , , , , ,	37	68,395 ×	LEVEL 3	AVG 68,452
AVERAGE R1	75,869	38	67,750 ×	LEVEL 4	
AVERAGE R2	65,437	39	67,610 ×	LEVEL 5	
AVERAGE D1	64,703	40	67,558	LEVEL 5	AVG 57,732
AVERAGE DI	04,703	41	66,740 ×		
LEVEL 3 AV	G 76,028	42	66,280 ×	DEVELOR	MENT ADMINISTRATORS:
LEVEL 5 AV	-	43			
LEVEL 5 AV			66,048	Culer	ADVANCEMENT OFFICER
LLVLL 5 AV	52,163	44 45	65,000 ×		
			64,890 ×	DANK	0.41.4594
CTUDENT CE	RVICES ADMIN.:	46	64,181 ×	RANK	SALARY
		47	64,170 ×	1	170,000 *
	OF FINANCIAL	48	61,800 ×	2	158,122 *
AID		49	61,700 ×	. 3	154,000 ×
DANK	041.457	50	61,368 *	4	142,160 ×
RANK	SALARY	51	60,000 *	5	135,850 *
1	87,651 ×	52	59,630 ×	6	130,650 ×
2	86,500 ×	53	59,100 ×	7	126,000 ×
3	86,300 ×	54	58,305 ×	8	123,204 *
4	85,708 ×	55	58,000 ×	9	120,000 *
. 5	81,173 ×	56	57,727 ¥	10	120,000 ×
6	80,670 *	57	57,626 ×	11	120,000 *
7	80,256 *	58	56,650 ×	12	120,000 *
8	79,942 ×	. 59	56,036 ≭	13	119,525 *
9	77,820 ×	60	55,728 ×	14	117,797 *
* = NASULG	C R1 = RESEARCH	I R2 = RESEARCH II	D1 = DOCTORAL	I LEVEL = LEVEL	OF RESPONSIBILITY

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY



DEVELOPMENT	ADMINISTRATORS:	RANK	SALARY	RANK	SALARY
CHIEF ADVA	NCEMENT OFFICER	5	158,122 ×	(CONTINUED)
		6	150,520 ×	•	
		7	150,108 ×	AVERAGE "	e" 118,573
RANK	SALARY	8	146,600 ×	AVERAGE AL	L 118,169
(CONTINUE	D)	9	146,000 ×		
15	117,000 ×	10	144,000 ×	AVERAGE RI	129,044
16	116,232	11	141,000 *	AVERAGE DI	116,511
17	116,075 ×	12	140,134 ×		
18	115,000 ×	13	133,515 ×	LEVEL 2 AV	/G 128,224
19	114,636 ×	14	133,440	LEVEL 3 AV	/G 98,330
20	114,000 ×	15	128,500 ×	LEVEL 4 AV	/G 102,033
21	111,092 *	16	126,000 ×		•
22	110,124 *	17	125,962 ×		
23	109,221 ×	18	125,000 ×	DEVELOPMEN	NT ADMINISTRATORS:
24	108,809 ×	19	124,216 ×	CHIEF PL	JBLIC RELATIONS
25	108,800 ×	20	119,800 ×	OFFICER	
26	108,700 ×	21	119,300 ×		
27	108,570 ×	22	118,010 ×	RANK	SALARY
28	107,935 ×	23	115,360 ×	1	160,910 ×
29	107,216 *	24	115,250 *	2	143,500 ×
30	105,373 ×	25	111,570 ×	3	121,561 ×
31	105,000 ×	26	111,000 ×	4	119,480 ×
32	104,148 *	27	110,854 ×	5	119,205 ×
33	(103,000)×	28	110,000 ×	6	118,750 ×
34	102,700 ×	29	108,000 ×	7	106,100 ×
35	96,500 ×	30	105,400 ×	8	(105,361)×
36	90,759 ×	31	103,017	9	104,850 ×
37	90,130 ×	32	101,700 ×	10	103,000 ×
38	87,070 ×	33	101,074	11	101,750 *
39	83,480 ×	34	100,082 ×	12	101,448 *
40	82,493 ×	35	98,500 ×	13	100,550 ×
		36	.94,848 ×	14	100,050 ×
AVERAGE "*"	114,491	37	91,642 ×	15	97,250 ×
AVERAGE ALL	114,534	38	(91,576)×	16	96,404 ×
		39	(89,192)×	17	94,065 *
AVERAGE R1	116,738	40	84,000 ×	18	92,000 ×
AVERAGE R2	113,475	41	81,279 ×	19	91,475 ×
		42	80,004 ×	20	90,300 ×
LEVEL 2 AVG	116,689	43	77,600 ×	. 21	85,774 ×
LEVEL 3 AVG	91,731	44	71,499 ×	22 ·	85,696 ×
		45	51,500 ×	23	84,500 ×
				24	84,400 ×
DEVELOPMENT	ADMINISTRATORS:			25	77,014 ×
CHIEF DEVI	ELOPMENT OFFICER		•	26	76,874 ×
				27	76,527 ×
				28	76,390 ×
RANK	SALARY			29	75,744 ×
1	182,938 ×			30	74,735 ×
2	170,000 ×			31	73,906 ×
3	165,000 ×			32	73,325 ×
4	164,500 ×		•	33	67,400 ×
* = NASULGC	R1 = RESEARCH I R2	2 = RESEARCH	II D1 = DOCTORAL I L	EVEL = LEVEL OF	RESPONSIBILITY



DEVELOPMENT	ADMINISTRATORS:	RANK :	SALARY	RANK	SALARY
CHIEF PUBL	IC RELATIONS	24	30,324 ×	35	58,440 ×
OFFICER				36	56,808 ×
		AVERAGE "*"	50,925	37	55,660 ×
RANK	SALARY	AVERAGE ALL	50,709	38	54,605 ×
(CONTINUE	(D)			39	53,873 ×
34	64,516 ×	AVERAGE R1	58,827	40	52,760 ×
35	63,520 ×			41	52,602 ×
36	62,500 ×	LEVEL 3 AVG	58,187	42	52,567 ×
37	58,512	LEVEL 4 AVG	53,709	43	48,282 ×
38	58,500 ×	LEVEL 5 AVG	40,055	44	47,215 ×
39	54,219 ×	LEVEL 5 AVO	10,033	45	47,148 ×
40	39,431 ×			46	47,084 ×
70	57)701 A	DEVEL OPMENT	ADMINISTRATORS:	47	46,866
AVEDACE WAT	00 777	DIRECTOR O			-
AVERAGE "*"	90,333	•	r PUBLIC	48	45,639 ×
AVERAGE ALL	89,537	RELATIONS		49	42,000 ×
4UED40E D3	00 /70	D 4 4 11/	0.41.450	50	36,382 ×
AVERAGE R1	98,678	RANK	SALARY		
		1	99,482 ×	AVERAGE "*"	67,450
LEVEL 2 AVG	110,905		(95,604)×	AVERAGE ALL	67,448
LEVEL 3 AVG	83,305	3	95,000 ×		
LEVEL 4 AVG	71,137	4	91,475 ×	AVERAGE R1	73,850
		5	90,000 ×	AVERAGE R2	64,714
		6	87,650 ×	AVERAGE D1	64,878
DEVELOPMENT	ADMINISTRATORS:	7	85,500 ×		
DIRECTOR C	OF SPECIAL EVENTS	8	84,903 ×	LEVEL 2 AVG	72,206
		9	84,324	LEVEL 3 AVG	74,782
		10	84,081 ×	LEVEL 4 AVG	64,621
RANK	SALARY	11	84,000 ×		
1	84,180 ×	12	83,000 ×		
2	76,372 ×	13	78,000 ×	DEVELOPMENT	ADMINISTRATORS:
3	70,300 ×	14	77,192 ×	DIRECTOR O	F DEVELOPMENT
4	66,912 ×	15	76,661 ×		
5	66,699 ×	16	75,760 ×		
6	64,429 ×	17	75,551 ×	RANK	SALARY
7	61,853 ×	18	74,004	1	121,917 ×
8	58,000 ×	19	73,832 ×	2	107,609 ×
9	53,090 ×	20	73,600 ×	3	107,000 ×
10	52,047 ×	21	73,200 ×	4	106,500 ×
11	50,000 ×	22	72,113 ×	5	105,000 ×
12	49,500 ×	23	69,484 ×	6	96,000 ×
13	45,732	24	68,470 ×	7	92,000 ×
14	45,540 ×	25	67,929 ×	8	90,000 ×
15	45,011 ×	26	64,944 ×	9	88,860
16	43,688 ×	27	64,491	10	87,550 ×
17	42,849 ×	28	61,900 ×	11	87,437 ×
18	40,365 ×	29	61,500 ×	12	86,802 ×
19	36,763 ×	30	61,234 ×	13	83,996 ×
20	34,831 ×	31	61,200 ×	14	83,835 ×
21	33,759 ×	32	60,000 ×	15	
22	33,421 ×	33	59,360 ×		82,174 ×
22 23				16	81,436 ×
	31,350 ×	34 = DESEADON II D	59,000 ×	17	80,250 ×
RASULGL	R1 = RESEARCH I R2	- KESEWKCH II N	T - DOCIOKAL I L	.cvcl - Lcvtl Ur Kt	SLOUSTDILII



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TABLE I (CONTINUED)

DEVELOPMENT	ADMINISTRATORS:	RANK	SALARY	RANK	SALARY
	OF DEVELOPMENT	17	83,588 ×	68	41,328
		.18	82,893	- 69	39,848 ×
		19	82,290 ×	70	38,390
RANK	SALARY	20	81,542	•	
(CONTINU		21	80,808 ×	AVERAGE "*"	71,145
18	78,446 ×	22	79,510 ×	AVERAGE ALL	70,536
19	78,024 ×	23	77,950 ×		
20	77,322 ×	24	77,200 ×	AVERAGE R1	79,092
21	76,662 ×	25	77,190 ×	AVERAGE R2	67,143
22	74,450 ×	26	76,622 ×	AVERAGE D1	60,718
23	72,924 ×	27	76,529 ×		
24	66,924	28	75,500 ×	LEVEL 3 AVG	73,016
25	66,630 ×	29	73,954 ×	LEVEL 4 AVG	
26	60,594 ×	30	73,134 ×	LEVEL 5 AVG	
27	59,500 ×	31	71,429 ×		•
28	59,490 ×	32	70,000 ×		
29	57,915 ×	33	69,400 ×	INFO MANAGE	MENT ADMINISTRATOR:
30	55,105 ×	34	69,084 ×		INFORMATION
31	53,052 ×	35	68,928	MANAGEMEN	
32	45,381 ×	36	68,825 ×		•
32	49,301 ~	37	67,263 ×	RANK	SALARY
AVERAGE "*	* 80,500	38	66,859 ×	1	165,012 *
AVERAGE ALI	•	39	66,765 ×	2	155,000 ×
AVERAGE ALL	60,557	40	66,541 ×	3	150,000 ×
AVERAGE R1	88,714	41	65,593 ×	4	145,100 ×
AVERAGE KI	00,714	42	65,386 ×	5	133,100 *
IEUEL 7 AU	. 94 202	43	64,248 ×	6	133,000 ×
LEVEL 3 AV	•	43 44	61,543 ×	7	132,000 ×
LEVEL 4 AVO	G 75,776	45	61,349 ×	8 .	125,163 ×
		46	60,152 ×	9	122,200 ×
DEUEL ODMEN	T ADMINISTRATORS:	47	60,000 ×	10	120,454 ×
		48	59,521 ×	11	118,000 ×
SERVICES	OF ALUMNI	49	59,000 ×	12	115,920 *
SERVICES		50	58,400 ×	13	110,000 *
DANIV	SALARY	51	57,600 ×	14	109,695 ×
RANK		52	•	15	106,500 ×
1	130,750 ×	53	57,200 * 57,186 *	16	105,000 ×
2 3	123,060 ×			17	103,284
	109,500 ×	54 EE	56,628 ×	18	102,500 ×
4	105,700 *	55 54	54,875 ×	19	102,400 ×
5	98,262 ×	56 57	53,718 ×	20	101,700 ×
6	95,794 ×	57 58	53,440 ×	21	100,926 ×
7	94,500 ×	58	52,403 ×		100,720 ×
8	93,852 ×	59	52,218 ×	22	100,799 × 100,000 ×
9	92,700 ×	60	50,972 ×	23	
10	88,875 ×	61 42	50,627 ×	24	100,000 *
11	87,550 ×	62	49,980 ×	25	99,800 ×
12	85,829 ×	63	47,500 ×	26	97,860 ×
13	84,410 ×	64	46,596 ×	27	97,782 ×
14	84,000 ×	65	45,675 ×	28	96,806 ×
15	83,996 ×	66	45,673 ×	29	95,300 ×
16	83,697 ×	67	44,179 ×	30 	95,000 ×
# = NASULG	C K1 = RESEARCH I	KZ = KESEARCH 1	II D1 = DOCTORAL I	LEVEL = LEVEL OF F	(ESLANSTRIFT!)

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ERIC

INFO MANAGEM	ENT ADMINISTRATOR:	RANK	SALARY	RANK	SALARY
CHIEF OF INFORMATION		12	94,240 ×	8	96,151 ×
MANAGEMENT	•	13	89,627 ×	9	89,810 ×
		14	88,500 ×	10	88,500 ×
RANK	SALARY	15	(87,360)×	11	87,756
(CONTINUE	D)	16	87,127 ×	12	84,000 ×.
31	94,443 ×	17	85,260 ×	13	83,065 ×
32	93,100 ×	18	85,200 ×	14	81,400 ×
33	92,076 ×	19	84,034 *	15	78,800 ×
34	92,000 *	20	83,718 ×	16	78,460 ×
35	.91,340 *	21	82,706 ×	17	78,120 ×
36	91,000 ×	22	82,160 ×	18	76,241 ×
37	90,342 ×	23	81,700 ×	19	74,508 ×
38	90,000 ×	24	78,500 ×	20	73,600 ×
39	88,430 ×	25	78,280 ×	21 .	73,530 ×
40	87,421 ×	26	78,280 ×	22	72,619 ×
41	86,110 *	27	78,000 ×	23	72,168
42	85,000	28	75,870 ×	24	70,000 ×
43	83,296 ×	29	75,222	25	68,492 ×
44	83,000 ×	30	74,000 ×	26	67,071 ×
45	81,770 ×	31	73,354 ×	27	65,836 ×
46	79,850 ×	32·	70,775 ×	28	65,414 ×
47	70,000 ×	33	65,041 *	29	60,000 ×
48	65,000 ×	34	64,618 ×	30	58,870 ×
		35	62,500 ×	31	58,600
AVERAGE "*"	104,265	36	56,244 ×	32	56,960 ×
AVERAGE ALL	103,843	37	56,000 ×	33	56,606 *
		38	49,000 ×	34	56,000 ×
AVERAGE R1	112,184	. 39	48,269 ×	35	55,464 *
AVERAGE R2	94,056			36	51,400 ×
		AVERAGE "*"	83,809	37	40,700 ×
LEVEL 2 AVG	110,818	AVERAGE ALL	83,915		
LEVEL 3 AVG	102,621			AVERAGE "*"	80,474
LEVEL 4 AVG	86,482	AVERAGE R1	89,185	AVERAGE ALL	. 79,855
		AVERAGE D1	86,097		
			•	AVERAGE R1	87,727
INFO MANAGEM	ENT ADMINISTRATOR:	LEVEL 3 AVG	89,544	AVERAGE D1	63,919
DIRECTOR O	F COMPUTING	LEVEL 4 AVG	79,851		
SERVICES			•	LEVEL 3 AVG	90,966
			•	LEVEL 4 AVG	75,931
RANK	SALARY	INFO MANAGE	MENT ADMINISTRATOR:		
1	128,328 *	DIRECTOR	OF ACADEMIC		
2	114,100 ×	COMPUTING	SERVICES	INFO MANAGE	MENT ADMINISTRATOR:
3	113,700 ×			DIRECTOR	OF ADMINISTRATIVE
4	107,000 ×	RANK	SALARY	COMPUTING	SERVICES
5	104,981 ×	1	173,708 ×		
6	102,720 ×	2	117,170 *	RANK	SALARY
7	99,090 ×	3	116,530 ×	1	112,425 *
8 ·	98,916 ×	4	114,600 ×	2	102,145 *
9	96,729 ×	5	112,476 ×	3	100,250 ×
10	96,531	6	103,300 ×	4	100,000 ×
11	95,000 ×	7	96,700 ×	5	97,156 ×
* = NASULGC	R1 = RESEARCH I R2 =	RESEARCH II	D1 = DOCTORAL I LEVEL	_ = LEVEL OF R	ESPONSIBILITY





INFO MANAGI	EMENT ADMINISTRATOR:	RESEARCH	ADMINISTRATORS:	RANK	SALARY
DIRECTOR OF ADMINISTRATIVE		CHIEF	RESEARCH OFFICER	48	104,724 *
COMPUTING	G SERVICES			49	104,500 ×
				50	104,140 ×
RANK	SALARY	RANK	SALARY	51	103,315 ×
(CONTIN	UED)	1	206,076 ×	52	102,600 *
6	93,085 ×	2	174,658 ×	53	102,500 ×
7 .	87,739 ×	3	168,264 ×	54	101,825 *
8	87,500 ×	4	156,673 ×	55	100,817 *
9	87,000 ×	5	151,200 ×	56 ·	99,420 *
10	86,500 ×	6	150,000 ×	57	98,510 ×
11	86,090 ×	7	150,000 ×	58	98,262 ×
12	85,800 ×	8	148,150 ×	59	97,850 ×
13	84,732	9	146,343 ×	60	97,619 ×
14	83,230 ×	10	146,170 ×	61	97,010 ×
15	82,000 ×	11	145,000 ×	62	95,304 ×
16	80,000 ×	12	144,500 ×	63	87,200 ×
17	78,540 ×	13	143,500 ×	64	82,500
18	74,250 ×	14	142,810 ×		
19	73,358 ×	15	142,500 ×	AVERAGE "*"	123,376
20	73,124 ×	16	141,034 *	AVERAGE ALL	122,738
21	73,068	17	138,570 ×		
22	72,018 ×	18	134,274 *	AVERAGE R1	134,419
23	65,426 ×	19	133,900 ×	AVERAGE R2	109,817
24	65,414 ×	20	132,999 ×		
25	65,300	21	132,000 ×	LEVEL 2 AVG	127,420
26	64,816 ×	22	130,771 ×	LEVEL 3 AVG	113,266
27	63,860 ×	23	127,500 ×		
28	61,800 ×	24	(127,463)×		
29	61,451 ×	25	126,634 ×	RESEARCH AD	IINISTRATORS:
30	60,489 ×	26	(125,950)×	DIRECTOR. C	F RESEARCH SERVICE
31	57,766 ×	27	125,000 ×		
32	57,100 ×	28	(123,840)×	•	
33	55,825 ×	29	123,250 ×	RANK	SALARY
34	54,996 ×	30	(121,900) *	1	140,970 *
35	54,000 ×	31	121,365 ×	2	127,110 *
36	52,205 *	32	121,300 ×	3	115,057 ×
		33	116,500 ×	4	99,936 ×
AVERAGE "*	76,284	34	115,600 ×	5	98,800 ×
AVERAGE AL	L 76,124	35	115,360 ×	6	96,402 ×
		36	115,274 *	7	95,400 ×
AVERAGE R1	80,596	37	115,199 *	8	95,195 ×
		38	113,700 *	9	93,704 ×
LEVEL 3 AV	G 81,443	39	113,030 ×	10	90,396 ×
LEVEL 4 AV	G 76,269	40	112,476 *	11	89,188 ×
		41	112,415 ×	12	88,060 ×
		42	108,868 ×	13	84,692 *
		43	108,750 ×	14	83,718 ×
		44	108,314 ×	15	81,812 *
		45	106,755 ×	16	79,598 ×
		46	105,876 ×	17	77,597 ×
		47	105,397 ×	18	77,292 ×

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY



RESEARCH	ADMINISTRATORS:	RANK	SALARY	RANK	SALARY
DIRECTOR OF RESEARCH SERVICE		(CONTINUED)		13	104,484 ×
				14	102,770 ×
		AVERAGE "*	75,286	15	99,412 ×
RANK	SALARY	AVERAGE AL	L 75,004	16	99,000 ×
(CONT	(NUED)			17	(97,968)×
19	77,000	AVERAGE RI	83,480	18 .	96,168 ×
20	76,864 ×	AVERAGE R2	64,932	19	95,893 ×
21	75,000 ×	AVERAGE D	69,084	20	92,750 ×
22	74,975 ×			21	90,744 ×
23	74,285 ×	LEVEL 3 AV	/G 83,785	22	90,000 ×
24	73,923 ×	LEVEL 4 AV	/G 68,486	23	90,000 ×
25	73,220 ×			24	90,000 ×
26	72,413 ×			25	87,551 ×
27	72,400 ×	AGRICULTU	RAL ADMINSTRATORS:	26	85,313 ×
28	71;532 ×	VICE PRE	SIDENT FOR	27	84,160 ×
29	70,443 ×	AGRICULT	TURE	28	70,504 ×
30	69,144				
31	69,010 ×	RANK	SALARY	AVERAGE "*"	102,370
32	68,628 ×	1	155,800 ×	AVERAGE ALL	102,370
33	67,553 ×	2	151,690 ×		•
34	67,442 ×	3	(146,183)*	AVERAGE R1	107,905
35	67,100 ×	4	138,200 ×		
36	66,790 ×	5	133,952 ×	LEVEL 3 AVG	101,447
37	66,719 ×	6 .	108,000 ×	LEVEL 4 AVG	105,172
38	65,436 ×	7	100,779 ×	•	
39	64,617 ×	8	94,554 *		
40	64,237			AGRICULTURA	L ADMINSTRATORS:
41	63,900 ×	AVERAGE "	*" 128,645	DIRECTOR	OF AGRICULTURAL
42	63,730 ×	AVERAGE A	LL 128,645	EXPERIMEN	T STATION
43	62,185 ×	•			•
44	60,719 ×			RANK	SALARY
45	60,147 ×	LEVEL 2 A	VG 132,734	1	137,200 ×
46	59,754 ×			2	133,999 ×
47	59,419 ×			3	132,000 ×
48	58,000 ×	AGRICULTU	RAL ADMINSTRATORS:	4	128,524 ×
49	57,162 ×	DIRECTO	R OF COOPERATIVE	5	121,000 ×
50	55,613 ×	EXTENSI	ON	6	119,000 ×
51	55,353 ×			7	118,320 ×
52	55,000 ×	RANK	SALARY	. 8	117,401 ×
53	51,985 ×	1	134,172 ×	9	113,712 ×
54	49,465 ×	2	128,048 ×	10	110,000 ×
55	49,140 ×	3	127,000 ×	11	(109,728)×
		4	126,896 ×	12	107,142 ×
		5	115,612 *	13	106,021 ×
		6	113,630 ×	14	97,449 ×
	,	7	111,151 *	15	96,924 ×
		8	108,609 ×	16	95,688 ×
		9	107,000 ×	17	95,568 ×
		10	106,321 *	18	85,504 ×
		11	105,708 ×	19	85,313 ×
		12	105,500 ×	20	72,553 ×

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

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DIRECTOR OF AGRICULTURAL EXPERIMENT STATION 35 75,100 * 5 92,267 * 36,750 * 6 91,100 * 5 92,267 * 36,750 * 6 91,100 * 6	AGRICULTURAL	. ADMINSTRATORS:	RANK	SALARY	RANK	SALARY
CONTINUED 36	DIRECTOR O	F AGRICULTURAL	34	75,769 ×	4	92,531 ×
CONTINUED 37			35	75,100 ×	5	92,287 ×
AVERAGE "M" 109,152 39 73,903 H 9 86,800 H 24			36	74,500 ×	6	91,100 ×
AVERAGE "M" 109,152	(co	NTINUED)	37	74,480 ×	7	89,995 ×
AVERAGE ALL 109,152			38	74,375 ×	8	88,670 ×
LEVEL 3 AVG 115,190	AVERAGE "*"	109,152	39	73,903 ×	9	86,800 ×
LEVEL 3 AVG 115,190 43 70,267 * 13 81,576 * 1 LEVEL 4 AVG 100,011 44 70,065 * 14 81,358 * 1,466 70,000 * 15 80,474 * 1 OTHER ADMINISTRATORS: 47 69,457 * 17 79,450 * 15 80,474 * 1 ASSISTANT TO THE CHIEF 48 69,404 * 18 77,500 * 1 EXECUTIVE OFFICER 49 69,384 * 19 76,950 * 1 RANK SALARY 51 65,006 * 21 76,779 * 1 1 140,004 * 52 64,272 * 22 76,000 * 2 1 12,000 * 53 63,560 * 23 75,680 * 2 1 118,000 * 55 60,960 * 23 75,680 * 2 1 110,740 * 57 52,728 * 27 73,699 * 1 1 10,740 * 57 52,728 * 27 73,699 * 1 1 10,000 * 58 52,555 * 26 74,364 * 1 1 10,2,000 * 60 48,552 * 30 72,470 * 1 1 10,000 * 60 48,552 * 30 72,470 * 1 1 199,800 62 42,500 * 32 68,800 * 1 2 99,267 * 33 68,500 * 1 1 99,800 62 42,500 * 32 68,800 * 1 1 99,800 62 42,500 * 32 68,800 * 1 10 102,000 * 61 48,400 * 31 70,200 * 1 11 99,800 62 42,500 * 32 68,800 * 1 2 99,267 * 36 68,350 * 32 68,600 * 1 10 92,700 * AVERAGE "N" 81,259 34 68,350 * 1 10 92,700 * AVERAGE R1 87,911 37 67,600 * 1 10 92,754 * AVERAGE R1 87,911 37 67,600 * 1 10 92,755 * AVERAGE R2 78,652 38 67,365 * 1 20 91,118 * LEVEL 2 AVG 85,026 41 66,835 * 1 20 91,118 * LEVEL 2 AVG 85,026 41 66,835 * 2 20 91,118 * LEVEL 2 AVG 85,026 41 66,537 * 2 20 91,118 * LEVEL 2 AVG 85,026 41 66,537 * 2 20 91,118 * LEVEL 2 AVG 85,026 41 66,537 * 2 20 91,118 * LEVEL 2 AVG 85,026 41 66,537 * 2 20 91,118 * LEVEL 2 AVG 85,026 41 66,537 * 2 20 91,118 * LEVEL 2 AVG 86,835 42 66,502 * 2 20 86,300 * LEVEL 3 AVG 66,847 44 65,500 * 2 20 91,118 * LEVEL 5 AVG 68,487 44 65,500 * 2 20 91,118 * LEVEL 5 AVG 68,487 44 65,500 * 2 20 91,118 * LEVEL 5 AVG 68,487 44 65,500 * 2 20 91,118 * LEVEL 5 AVG 68,487 44 65,500 * 2 20 91,118 * LEVEL 5 AVG 68,487 44 65,500 * 2 21 91,000 * CHER ADMINISTRATORS: 47 65,000 * 2 22 86,300 * CHEVEL 5 AVG 68,487 44 65,500 * 3 24 67,555 * 2 25 84,003 * CHEVEL 5 AVG 68,487 44 65,500 * 3 26 87,505 * 2 27 82,814 * DIRECTOR OF AFFIRMATIVE 48 64,983 * 3 28 80,000 * ACTIONS 50 68,487 51 64,3306 * 3 30 76,000 * 3 3 80,000 * 54 60,000 * 54 60,000 * 3 30 66,000 * 54 6,000 * 54	AVERAGE ALL	109,152	40	73,700	10	85,967 ×
LEVEL 3 AVG 115,190 43 70,287 % 13 81,576 % LEVEL 4 AVG 100,011 44 70,063 % 14 81,358 % 45 70,000 % 15 80,474 % 16 80,474 % 16 80,000 % 16 80,000 % 16 80,000 % 16 80,000 % 16 80,000 % 16 80,000 % 16 80,000 % 16 80,000 % 17 79,450 % ASSISTANT TO THE CHIEF 48 69,487 % 17 79,450 % EXECUTIVE OFFICER 49 69,384 % 19 76,950 % 50 68,481 % 20 76,779 % 50 68,481 % 20 76,779 % 11 140,004 % 52 64,272 % 22 76,000 % 2 132,080 % 53 63,960 % 23 75,680 % 23 75,680 % 23 75,680 % 23 75,680 % 23 75,680 % 23 75,680 % 23 75,680 % 24 775,550 % 4 118,000 % 55 60,900 % 25 74,600 % 5 112,034 % 56 59,737 % 26 74,364 % 6 110,740 % 57 52,728 % 27 73,699 % 7 110,000 % 58 52,536 % 28 73,400 % 8 105,000 % 59 50,277 % 29 72,800 % 9 102,000 % 60 48,552 % 30 72,470 % 11 99,800 62 48,552 % 30 72,470 % 13 97,994 AVERAGE *** *** *** *** *** *** *** *** *** *			41	71,933 ×	11	85,079 ×
LEVEL 4 AVG 100,011			42	70,464 ×	12	82,000 ×
A5	LEVEL 3 AVG	115,190	43	70,287 ×	13	81,576 ×
OTHER ADMINISTRATORS: 47 69,457 % 17 79,450 % ASSISTANT TO THE CHIEF 48 69,404 % 18 77,500 % EXECUTIVE OFFICER 49 69,384 % 19 76,950 % 50 68,481 % 20 76,779 % 1 1 400,006 % 52 64,272 % 22 76,000 % 2 1 32,080 % 53 63,960 % 23 75,680 % 3 122,669 % 54 63,560 % 24 75,550 % 5 112,034 % 56 59,737 % 26 74,600 % 57 74,600 % 57 74,600 % 57 74,600 % 58 112,034 % 56 59,737 % 26 74,364 % 1 10,000 % 57 52,728 % 27 73,699 % 1 10,000 % 58 52,536 % 28 73,400 % 8 105,000 % 59 50,277 % 29 72,800 % 1 1 99,800 62 42,500 % 32 68,880 % 33 66,500 % 34 68,550 % 35 66,251 %	LEVEL 4 AVG	100,011	44	70,063 ×	14	81,358 ×
OTHER ADMINISTRATORS: 47 69,457 % 17 79,450 % ASSISTANT TO THE CHIEF 48 69,404 % 18 77,500 % EXECUTIVE OFFICER 49 69,384 % 19 76,950 % 50 68,481 % 20 76,777 % RANK SALARY 51 65,006 % 21 76,779 % 1 1040,004 % 52 64,272 % 22 76,000 % 3 122,669 % 54 63,560 % 24 75,550 % 4 118,000 % 55 60,900 % 25 74,600 % 5 112,034 % 56 59,737 % 26 74,600 % 5 112,034 % 57 52,728 % 27 73,699 % 1 1010,000 % 58 52,536 % 28 73,400 % 8 105,000 % 59 50,277 % 29 72,800 % 9 102,000 % 60 48,552 % 30 72,470 % 10 102,000 % 61 48,400 % 31 70,200 % 11 99,800 62 42,500 % 32 66,800 % 12 99,287 % 33 68,500 % 15 93,890 % 16 93,730 % AVERAGE **I*** 81,259 34 68,350 % 16 93,500 % 16 93,			45	70,000 ×	15	80,474 ×
ASSISTANT TO THE CHIEF EXECUTIVE OFFICER 49 69,384 * 19 76,950 * 50 68,481 * 20 76,779 * RANK SALARY 51 65,006 * 21 76,426 * 1 140,006 * 52 64,272 * 22 76,000 * 2 132,080 * 53 63,960 * 23 75,680 * 3 122,669 * 54 63,560 * 24 75,550 * 4 118,000 * 55 60,900 * 25 74,600 * 5 112,036 * 56 59,737 * 26 74,364 * 6 110,740 * 57 52,728 * 27 73,699 * 7 110,000 * 58 52,536 * 28 73,400 * 8 105,000 * 59 50,277 * 29 72,800 * 10 102,000 * 60 48,552 * 30 72,470 * 11 99,800 62 42,500 * 32 68,880 * 12 99,287 * 33 68,500 * 13 97,994 AVERAGE **** 81,259 34 68,350 * 14 95,970 * AVERAGE *ALL 81,706 35 68,251 * 15 93,890 * 60 40 40 40 40 40 40 40 40 40 40 40 40 40		•	46	70,000 ×	16	80,000 ×
EXECUTIVE OFFICER 50 68,481 × 20 76,779 × 50 68,481 × 20 76,779 × 1 140,004 × 52 64,272 × 22 76,000 × 2 132,080 × 53 63,960 × 23 75,680 × 3 122,669 × 54 63,560 × 24 77,555 × 1 110,000 × 55 60,900 × 25 74,600 × 5 112,034 × 56 59,737 × 26 74,600 × 6 110,740 × 57 52,728 × 27 73,699 7 110,000 × 58 52,536 × 28 73,400 × 8 105,000 × 59 50,277 × 29 72,800 × 9 102,000 × 60 48,552 × 30 72,470 × 10 102,000 × 61 48,400 × 31 70,200 × 11 99,800 62 42,500 × 32 68,880 × 12 99,287 × 13 97,994 AVERAGE "*" 81,259 34 66,550 × 14 95,970 × AVERAGE ALL 81,706 35 68,251 × 15 93,890 × 36 68,000 × 16 93,730 × AVERAGE R1 87,911 37 67,600 × 17 92,754 × AVERAGE R2 78,652 38 67,305 × 19 92,000 × 20 91,118 × LEVEL 2 AVG 85,026 41 66,837 × 21 91,000 × LEVEL 3 AVG 86,833 42 66,520 × 22 88,300 × LEVEL 4 AVG 77,026 43 66,023 × 23 87,563 × LEVEL 5 AVG 86,833 42 66,520 × 24 87,550 × 46 65,555 × 25 84,003 × 66,000 × 26 83,400 × OTHER ADMINISTRATORS: 47 65,000 × 27 82,814 × DIRECTOR OF AFFIRMATIVE 48 64,983 × 28 80,000 × ACTIONS 49 64,844 × 50 46,700 × 51 144,500 × 52 63,600 × 52 66,836 × 53 63,000 × 54 64,770 × 55 63,000 × 35 76,661 × 2 120,489 × 55 63,000 × 35 76,600 × 54 61,770 × 35 76,000 × 55 63,000 × 35 76,000 × 55 63,000 × 36 61,770 ×	OTHER ADMINI	STRATORS:	47	69,457 ×	17	79,450 ×
RANK SALARY 51 65,006 * 21 76,779 * 11 1 40,004 * 52 64,272 * 22 76,000 * 21 76,426 * 21 76,426 * 21 76,426 * 21 76,426 * 21 32,080 * 53 63,960 * 23 75,680 * 23 75,680 * 23 75,680 * 24 75,550 * 24 118,000 * 55 60,900 * 25 74,600 * 55 112,054 * 56 59,737 * 26 74,364 * 61 110,740 * 57 52,728 * 27 73,699 * 7 110,000 * 58 52,536 * 28 73,400 * 9 102,000 * 60 48,552 * 30 72,470 * 10 102,000 * 61 48,400 * 31 70,200 * 11 99,800 62 42,500 * 32 68,880 * 12 99,287 * 33 68,500 * 34 68,550 * 34 68,550 * 34 68,550 * 35 68,000 * 36 68,500 * 36 68,500 * 36 68,500 * 36 68,500 * 36 68,000 * 36	ASSISTANT	TO THE CHIEF	48	69,404 ×	· 18	77,500 ×
RANK SALARY 1 140,006 * 52 64,272 * 22 76,000 * 2 132,080 * 53 63,960 * 23 75,680 * 3 122,666 * 54 63,560 * 24 75,550 * 4 118,000 * 55 60,900 * 25 74,600 * 5 112,034 * 56 59,737 * 26 74,564 6 110,740 * 57 52,728 * 27 73,699 7 110,000 * 58 52,536 * 28 73,400 * 8 105,000 * 59 50,277 * 29 72,800 * 9 102,000 * 60 48,552 * 30 72,470 * 10 102,000 * 61 48,400 * 31 70,200 * 11 99,800 62 42,500 * 32 68,880 * 12 99,287 * 33 66,500 * 13 97,994 AVERAGE "*" 81,259 34 68,350 * 14 95,970 * AVERAGE ALL 81,706 35 66,251 * 15 93,890 * AVERAGE R1 87,911 37 67,600 * 16 93,730 * AVERAGE R1 87,911 37 67,600 * 17 92,754 * AVERAGE R2 78,652 38 67,305 * 18 92,231 * AVERAGE R2 78,652 38 67,305 * 20 91,118 * LEVEL 2 AVG 85,026 41 66,837 * 21 91,000 * LEVEL 3 AVG 86,835 42 66,522 * 22 88,300 * LEVEL 4 AVG 77,026 43 66,525 * 24 87,555 * LEVEL 5 AVG 68,487 44 65,500 * 25 84,003 * DIRECTOR OF AFFIRMATIVE 48 64,983 * 26 83,400 * OTHER ADMINISTRATORS: 47 65,000 * 27 82,814 * DIRECTOR OF AFFIRMATIVE 48 64,983 * 28 80,000 * ACTIONS 49 64,835 42 66,525 * 30 77,702 * 31 76,694 * 1 144,500 * 52 63,605 * 32 76,661 * 2 120,489 * 53 63,000 * 33 76,000 * 3 96,000 * 54 61,770 *	EXECUTIVE	OFFICER	49	69,384 ×	. 19	76,950 ×
1 140,004 * 52 64,272 * 22 76,000 * 2 132,080 * 53 63,960 * 23 75,680 * 3 122,669 * 54 63,560 * 24 75,550 * 4 118,000 * 55 60,900 * 25 74,600 * 5 112,034 * 56 59,737 * 26 74,364 6 110,740 * 57 52,728 * 27 73,699 7 110,000 * 58 52,556 * 28 73,400 * 8 105,000 * 59 50,277 * 29 72,800 * 9 102,000 * 60 48,552 * 30 72,470 * 10 102,000 * 61 48,400 * 31 70,200 * 11 99,800 62 42,500 * 32 68,880 * 12 99,287 * 33 68,500 * 13 97,994 AVERAGE "*" 81,259 34 68,350 * 14 95,970 * AVERAGE ALL 81,706 35 68,251 * 15 93,890 * AVERAGE R1 87,911 37 67,600 * 16 93,730 * AVERAGE R2 78,652 38 67,305 * 18 92,231 * AVERAGE R2 78,652 38 67,305 * 20 91,118 * LEVEL 2 AVG 85,026 41 66,837 * 21 91,000 * LEVEL 3 AVG 86,833 42 66,522 * 22 88,300 * LEVEL 3 AVG 86,833 42 66,522 * 23 87,563 * LEVEL 5 AVG 68,487 44 65,500 * 24 87,550 * 25 84,003 * 26 84,003 * 26 83,400 * OTHER ADMINISTRATORS: 47 65,000 * 27 82,814 * DIRECTOR OF AFFIRMATIVE 48 64,983 * 28 80,000 * ACTIONS 49 64,831 76,600 * 30 77,000 * RANK SALARY 51 64,366 * 31 76,604 * 1 144,500 * 52 63,685 * 32 76,661 * 2 120,489 * 53 63,000 *			50	68,481 ×	20	76,779 ×
1 140,004 * 52 64,272 * 22 76,000 * 2 132,080 * 53 63,960 * 23 75,680 * 3 122,669 * 54 63,560 * 24 75,550 * 4 118,000 * 55 60,900 * 25 74,600 * 5 112,034 * 56 59,737 * 26 74,364 6 110,740 * 57 52,728 * 27 73,699 7 110,000 * 58 52,728 * 27 73,699 7 110,000 * 58 52,536 * 28 73,400 * 8 105,000 * 59 50,277 * 29 72,800 * 9 102,000 * 60 48,552 * 30 72,470 * 10 102,000 * 61 48,400 * 31 70,200 * 11 99,800 62 42,500 * 32 68,880 * 12 99,287 * 33 66,500 * 33 66,500 * 33 66,500 * 35 66,251 * 36 68,200 * 35 66,251 * 36 68,000 * 36 68,200 * 36 68,000 * 36 68,200 * 36 68,200 * 36 68,200 * 37 67,600 * 37 8,700 * 38 8,700 * 3	RANK	SALARY	51	65,006 ×	21	76,426 ×
2 132,080 * 53 63,960 * 23 75,680 * 3 122,669 * 54 63,560 * 24 75,550 * 4 118,000 * 55 60,900 * 25 74,600 * 55 112,034 * 56 59,737 * 26 74,564 * 6 110,740 * 57 52,728 * 27 73,699 * 7 110,000 * 58 52,536 * 28 73,400 * 8 105,000 * 59 50,277 * 29 72,800 * 9 102,000 * 60 48,552 * 30 72,470 * 10 102,000 * 61 48,400 * 31 70,200 * 11 99,800 62 42,500 * 32 66,880 * 12 99,287 * 33 68,500 * 13 97,994 AVERAGE "*" 81,259 34 66,350 * 13 97,994 AVERAGE ALL 81,706 35 68,251 * 15 93,890 * 36 66,000 * 36 66,000 * 36 66,000 * 37,330 * AVERAGE R1 87,911 37 67,600 * 17 92,754 * AVERAGE R2 78,652 38 67,305 * 18 92,231 * AVERAGE R2 78,652 38 67,305 * 19 92,000 * 40 66,975 * 20 91,118 * LEVEL 2 AVG 85,026 41 66,837 * 22 88,300 * LEVEL 3 AVG 86,833 42 66,823 * 22 88,300 * LEVEL 4 AVG 77,026 43 66,522 * 22 88,300 * LEVEL 4 AVG 77,026 43 66,522 * 22 88,300 * LEVEL 5 AVG 68,487 44 65,500 * 22 91,000 * LEVEL 5 AVG 68,487 44 65,500 * 22 91,718 * DIRECTOR OF AFFIRMATIVE 48 64,983 * 22 97,782 * 50 64,311 * 30 77,000 * AVERAGE ALL 5 AVG 85,026 41 66,637 * 22 82,814 * DIRECTOR OF AFFIRMATIVE 48 64,983 * 28 80,000 * ACTIONS 49 64,664 * 30 64,311 * 30 77,000 * RANK SALARY 51 64,366 * 32 76,661 * 2 120,489 * 53 63,000 * 54 61,770 * 33 76,600 * 53 63,000 * 54 61,770 * 33 76,000 * 54 61,770 * 34			52	64,272 ×	. 22	76,000 ×
3 122,669 x 54 63,560 x 24 75,550 x 4 118,000 x 55 60,900 x 25 74,600 x 5 112,034 x 56 59,737 x 26 74,600 x 5 112,034 x 56 59,737 x 26 74,364					23	75,680 ×
4 118,000 x 55 60,900 x 25 74,600 x 5 112,034 x 56 59,737 x 26 74,364 6 110,740 x 57 52,728 x 27 73,669 7 110,000 x 58 52,536 x 28 73,400 x 8 105,000 x 59 50,277 x 29 72,800 x 9 102,000 x 60 48,552 x 30 72,470 x 10 102,000 x 61 49,400 x 31 70,200 x 11 99,800 62 42,500 x 32 68,880 x 13 97,994 AVERAGE "**" 81,259 34 68,350 x 36 68,000 x 13 97,994 AVERAGE R1 81,706 35 68,251 x 15 93,890 x 36 68,000 x 16 93,730 x AVERAGE R1 87,911 37 67,600 x 16 92,231 x AVERAGE R1 87,911 37 67,600 x 19 92,000 x 19 92,000 x 10 92,754 x AVERAGE R1 87,911 37 67,600 x 19 92,000 x 10 92,000 x 10 10 86,350 x 10 92,231 x AVERAGE R1 87,911 39 67,043 x 19 92,000 x 10 10 10 10 10 10 10 10 10 10 10 10 10		-			24	75,550 ×
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6 110,740 * 57 52,728 * 27 73,699 7 110,000 * 58 52,536 * 28 73,400 * 8 105,000 * 59 50,277 * 29 72,600 * 9 102,000 * 60 48,552 * 30 72,470 * 10 102,000 * 61 48,400 * 31 70,200 * 11 99,800 62 42,500 * 32 68,880 * 12 99,287 * 33 68,500 * 13 97,994 AVERAGE "N" 81,259 34 68,350 * 14 95,970 * AVERAGE ALL 81,706 35 68,251 * 15 93,890 * 36 68,000 * 16 93,730 * AVERAGE R1 87,911 37 67,600 * 17 92,754 * AVERAGE R2 78,652 38 67,305 * 18 92,231 * AVERAGE B2 78,652 38 67,305 * 19 92,000 * 40 66,975 * 20 91,118 * LEVEL 2 AVG 85,026 41 66,837 * 21 91,000 * LEVEL 3 AVG 86,833 42 66,522 * 22 88,300 * LEVEL 4 AVG 77,026 43 66,023 * 23 87,553 * LEVEL 5 AVG 68,467 44 65,500 * 24 87,550 * 45 65,327 * 25 84,003 * ACTIONS 49 64,864 * 29 77,782 * 50 64,311 * 30 77,000 * RANK SALARY 51 64,304 * 31 76,694 * 1 144,500 * 52 63,685 * 32 76,661 * 2 120,489 * 53 63,000 * 33 76,000 * 5 98,000 * 54 61,770 *	•			-	26	
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12 99,287 * 33 68,500 * 13 97,994 AVERAGE "*" 81,259 34 68,350 * 14 95,970 * AVERAGE ALL 81,706 35 68,251 * 15 93,890 * 36 68,000 * 16 93,730 * AVERAGE R1 87,911 37 67,600 * 17 92,754 * AVERAGE R2 78,652 38 67,305 * 18 92,231 * AVERAGE R2 75,831 39 67,043 * 19 92,000 * 40 66,975 * 20 91,118 * LEVEL 2 AVG 85,026 41 66,837 * 21 91,000 * LEVEL 3 AVG 86,833 42 66,522 * 22 88,300 * LEVEL 4 AVG 77,026 43 66,023 * 23 87,563 * LEVEL 4 AVG 77,026 43 66,023 * 24 87,550 * 25 84,003 * LEVEL 5 AVG 68,487 44 65,500 * 24 87,550 * 25 84,003 * COTHER ADMINISTRATORS: 47 65,000 * 27 82,814 * DIRECTOR OF AFFIRMATIVE 48 64,983 * 28 80,000 * ACTIONS 49 64,864 * 29 77,782 * 50 64,311 * 30 77,000 * RANK SALARY 51 64,306 * 31 76,694 * 1 144,500 * 52 63,685 * 32 76,661 * 2 120,489 * 53 63,000 * 33 98,000 * 54 61,770 *		-				
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25 84,003 × 0THER ADMINISTRATORS: 47 65,000 × 27 82,814 × DIRECTOR OF AFFIRMATIVE 48 64,983 × 28 80,000 × ACTIONS 49 64,864 × 29 77,782 × 50 64,311 × 30 77,000 × RANK SALARY 51 64,306 × 31 76,694 × 1 144,500 × 52 63,685 × 32 76,661 × 2 120,489 × 53 63,000 × 33 98,000 × 54 61,770 ×			LLVLL 5 AVG	00,407		
26 83,400 * OTHER ADMINISTRATORS: 47 65,000 * 27 82,814 * DIRECTOR OF AFFIRMATIVE 48 64,983 * 28 80,000 * ACTIONS 49 64,864 * 29 77,782 * 50 64,311 * 30 77,000 * RANK SALARY 51 64,306 * 31 76,694 * 1 144,500 * 52 63,685 * 32 76,661 * 2 120,489 * 53 63,000 * 33 76,000 * 3 98,000 * 54 61,770 *		-			•	
27 82,814 * DIRECTOR OF AFFIRMATIVE 48 64,983 * 28 80,000 * ACTIONS 49 64,864 * 29 77,782 * 50 64,311 * 30 77,000 * RANK SALARY 51 64,306 * 31 76,694 * 1 144,500 * 52 63,685 * 32 76,661 * 2 120,489 * 53 63,000 * 33 76,000 * 3 98,000 * 54 61,770 *			OTHER ARMIN	TETRATORE .		
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32 76,661 × 2 120,489 × 53 63,000 × 3 98,000 × 54 61,770 ×						
33 76,000 × 3 98,000 × 54 61,770 ×		·				
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OTHER ADMINI	STRATORS:	RANK	SALARY	RANK	SALARY
DIRECTOR O	F AFFIRMATIVE	6	124,300 ×	57	68,340 ×
ACTIONS		.7	124,200 ×	58	67,275 ×
		8	124,000 ×	59	64,300 ×
RANK	SALARY	9	120,000 ×	60	52,212 *
(CONTINUE	(D)	10	120,000 *	61	50,906 ×
55	61,045 ×	11	115,000 ×	62	40,000 ×
56	60,271 ×	12	114,900 ×		
57	60,000 ×	13	114,600 ×	AVERAGE "*"	95,830
58	59,700 ×	14	110,605 ×	AVERAGE ALL	95,906
59	59,664 ×	15	110,360 ×		
60	59,620 ×	16	110,282 ×	AVERAGE R1	106,831
61	59,304 ×	17	110,219 ×	AVERAGE R2	85,668
62	58,500 ×	18	109,200 ×	AVERAGE D1	93,223
63	55,914	19	109,200 ×		
64	55,729 ×	20	(106,000)×	LEVEL 2 AVG	101,221
65	(54,504)*	21	102,936	LEVEL 3 AVG	90,134
66	53,580 ×	22	102,000 ×	LEVEL 4 AVG	85,780
67	52,921 ×	23	102,000 ×		•
68	51,765 ×	24	101,273 ×		•
69	50,000 ×	25	101,000 ×	OTHER ADMIN	ISTRATORS:
70	50,000 ×	26	100,962 ×		GISLATIVE/
71	50,000 ×	27	100,656 ×		TAL RELATIONS
72	46,344 ×	28	100,440	,	
73	45,475 ×	29	(99,420)×	RANK	SALARY
74	44,478 ×	30	96,720 ×	1	160,910 ×
75	41,970 ×	31	96,000	2	146,999
76	34,423 ×	32	95,700 ×	3	121,000 ×
	•	33	92,500 ×	4	115,025 ×
AVERAGE "*"	69,671	34	91,665 ×	5	114,000 ×
AVERAGE ALL	69,605	35	89,640 ×	. 6	108,216 ×
		36	88,615	7	108,150 ×
AVERAGE R1	76,959	37	88,400 ×	8	106,100 ×
AVERAGE R2	67,161	38	88,270 ×	9	106,000 ×
AVERAGE D1	62,469	39	85,900 ×	10	105,890 ×
	,	40	84,910 ×	11	105,361 ×
LEVEL 2 AVG	74,178	41	84,460 ×	12	103,600 ×
LEVEL 3 AVG	76,414	42	83,600 ×	13	102,240 ×
LEVEL 4 AVG	66,218	43	83,212 ×	14	97,850 ×
LEVEL 5 AVG	58,501	44	83,100 ×	15	96,708 ×
		45	82,914 ×	16	93,630 ×
•		46	82,404 ×	17	92,803 ×
OTHER ADMINI	STRATORS:	47	80,709 ×	18	92,040
LEGAL COUN		48	78,627 ×	19	91,536
LLONE COOP	1511	- 49	78,609 ×	20	
		50	76,801 ×		91,087 ×
RANK	SALARY	51	76,000 ×	21	90,633 ×
1	177,000 ×	52	75,200 ×	22	89,675
2	177,000 × 156,300 ×	53		23 24	87,732 ×
3	131,246 ×		71,946 ×	24 25	87,700 ×
3	130,910 ×	54 55 .	71,000 ×	25	86,063 ×
5			70,324 ×	26	82,065 ×
	127,700 ×	56 PESEABOU TE	69,174 ×	27	80,710 ×
MASULUL	MT - KESEAKCH 1	K MZ - KESEAKUN II	DT - DOCTORAL	I LEVEL = LEVEL OF R	FOLOMOTRIFILA

51



OTHER ADMINISTRATORS: HEAD OF LEGISLATIVE/ GOVERNMENTAL RELATIONS

RANK	SALARY					
(CONTINUED)						
28	80,589 ×					
29	80,000 ×					
30	78,900 ×					
31	78,684 ×					
32	78,490 ×					
33	78,243 ×					
34	75,000 ×					
35	75,000 ×					
36	73,850 ×					
37	73,653 ×					
38	72,000 ×					
39	71,974 ×					
40	70,900 ×					
41	67,000 ×					
42	64,184 ×					
43	62,933 ×					
44	61,001 ×					
45	60,900 ×					
46	59,999 ×					
47	59,992 ×					
48	57,660 ×					
49	55,945 ×					
50	53,000 ×					
51	51,516 ×					
52	47,936 ×					
53	41,000 ×					
AVERAGE "*"	83,139					
AVERAGE ALL	84,794					
AVERAGE R1	88,026					
AVERAGE R2	77,352					
AVERAGE D1	84,750					
	,					
LEVEL 2 AVG	97,914					
LEVEL 3 AVG	76,558					
LEVEL 4 AVG	74,891					

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY



TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG EIGHTY-SEVEN UNIVERSITIES REPRESENTING FORTY-FIVE STATES BY EMPLOYMENT OPPORTUNITY REGIONS

-ATLANTA REGION-

The Atlanta Region as defined by the Equal Employment Opportunity Commission includes the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee. The Universities participating from this region are:

- *AUBURN UNIVERSITY
- *CLEMSON UNIVERSITY
- *FLORIDA STATE UNIVERSITY
- *GEORGIA STATE UNIVERSITY
- *MISSISSIPPI STATE UNIVERSITY
- *NORTH CAROLINA STATE UNIVERSITY
- *TENNESSEE STATE UNIVERSITY
- *THE UNIVERSITY OF MEMPHIS
- *THE UNIVERSITY OF MISSISSIPPI
- *THE UNIVERSITY OF NORTH CAROLINA CHAPEL HILL
- *THE UNIVERSITY OF NORTH CAROLINA AT GREENSBORO
- *UNIVERSITY OF ALABAMA
- *UNIVERSITY OF ALABAMA AT BIRMINGHAM
- *UNIVERSITY OF GEORGIA
- *UNIVERSITY OF KENTUCKY
- *UNIVERSITY OF LOUISVILLE
- *UNIVERSITY OF SOUTHERN MISSISSIPPI
- *UNIVERSITY OF TENNESSEE, KNOXVILLE



CHIEF EXECUTIVE OFFICER:		FINANCIAL ADMINISTRATOR:		RANK SALARY	
SING. UNIT	INSTITUTION	ASSOC. VP FOR		(CONTINUED)	
CHIEF EXEC.	. OFFICER	MANAGEMENT	& BUDGET	•	
		•		AVERAGE "*"	95,638
RANK	SALARY	RANK	SALARY		
1	223,173 ×	1	119,480 ×	AVERAGE ALL	95,638
2	217,440 ×	2	117,900 ×		
3	216,000 ×	3	99,621 ×	FINANCIAL AD	MINISTRATOR:
4	216,000 ×	4	91,110 ×	ASSOC. VP	FOR
5	203,200 ×	5	84,200 ×	FACILITIES	PLANNING
6	192,000 ×	6	83,600 ×		
7	179,846 ×	7	63,000 ×	RANK	SALARY
8	179,500 ×			1	123,376 ×
9	173,247 ×	AVERAGE "*"	94,130	2	103,100 *
10	159,422 ×	•		· 3	101,000 *
11	151,462 ×	AVERAGE ALL	94,130	4	86,340 ×
12	146,554 ×			5	84,572 ×
13	142,290 ×	FINANCIAL A	DMINISTRATOR:	6	83,148 ×
14	116,400 ×	ASSOC. VP	FOR BUSINESS	7	78,560 ×
15	113,300 ×	AFFAIRS/B	JSINESS MGR.	•	
				AVERAGE "*"	94,299
AVERAGE "*"	175,322	RANK	SALARY		
		1	119,900 ×	AVERAGE ALL	94,299
AVERAGE ALL	175,322	2	118,450 ×		
		3	101,800 ×	FINANCIAL AD	MINISTRATOR:
FINANCIAL AD	MINISTRATOR:	4	98,500 ×	INTERNAL A	UDITOR
CHIEF FINA	NCIAL	5	87,390 ×		
OFFICER		6	85,698 ×		
		7	82,500 ×	RANK	SALARY
RANK	SALARY	8	81,312 *	1	83,720 ×
1	153,200 ×	9	76,745 ×	2	82,575 ×
2	141,000 ×			3	72,069 ×
3	136,500 ×	AVERAGE "*"	94,699	4	66,705 ×
4	135,094 ×	•		5	63,900 ×
5	130,000 ×	AVERAGE ALL	94,699	6	63,610 ×
6	125,181 ×			7	61,800 ×
7	112,900 ×	FINANCIAL A	DMINISTRATOR:	8	61,800 ×
8	111,000 ×	ASSOC. VP	FOR HUMAN	9	61,655 ×
9	104,667 ×	RESOURCES		10	56,124 ×
10	102,600 ×			11	50,120 ×
11	100,940 ×	RANK	SALARY	12	48,187 ×
12	100,300 ×	1	119,500 ×	13	43,000 ×
13	97,000 ×	2	118,450 ×	14	37,824 ×
14	94,800 ×	3	107,500 ×		
15	88,600 ×	4	99,000 ×	AVERAGE "*"	60,935
16	85,000 ×	5	84,333 ×		
		6	80,105 ×	AVERAGE ALL	60,935.
AVERAGE "*"	113,674	7	79,716 ×		
		8	76,500 ×		•
AVERAGE ALL	113,674				

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FINANCIAL ADMINISTRATOR:		FINANCIAL AD	MINISTRATOR:	RANK SA	LARY
DIRECTOR OF ACCOUNTING		DIRECTOR OF RESEARCH		13	57,773 ×
CONTROLLE	R	ACCOUNTING		14	57,430 ×
				15	55,580 ×
RANK	SALARY	RANK	SALARY	16	51,852 ×
1	86,436 ×	1	53,313 ×	17	40,980 ×
2	85,000 ×	2	39,265 ×	18	38,883 ×
3	81,679 ×	3	37,745 ×		
4	78,588 ×	4	35,807 ×	AVERAGE "*"	60,871
5	76,426 ×				
6	75,201 ×	AVERAGE "*"	41,533	AVERAGE ALL	60,871
7	72,222 ×				
8	71,662 ×	AVERAGE ALL	41,533	FINANCIAL ADI	MINISTRATOR:
9	71,603 ×			DIRECTOR OF	F BENEFITS
10	70,040 ×	FINANCIAL AD	MINISTRATOR:	•	
11	67,925 ×	TREASURER	OR BURSAR		·
12	66,878 ×			RANK	SALARY
13	66,602 ×			1	68,185 ×
14	65,052 ×	RANK	SALARY	2	67,571 ×
15	61,800 ×	1	141,600 ×	3	58,000 ×
		2	89,000 ×	4	54,514 ×
AVERAGE "*"	73,141	3	61,390 ×	5	52,713 ×
	•	4	59,537 ×	6	51,327 ×
AVERAGE ALL	73,141	5	54,900 ×	7	46,077 ×
	•	6	51,996 ×	8	44,768 ×
FINANCIAL ADMINISTRATOR:		7	50,247 ×	9	42,000 ×
BUDGET DI	RECTOR	8	49,888 ×	10	37,260 ×
		9	49,597 ×		•
		10	45,400 ×	AVERAGE ***"	52,242
RANK	SALARY	11	35,000 ×		,
1	106,000 ×			AVERAGE ALL	52,242
2	(101,743)×	AVERAGE "*"	62,596		,
3	98,000 ×		•	FINANCIAL AD	MINISTRATOR:
4	93,275 ×	AVERAGE ALL	62,596	DIRECTOR O	F PERSONNEL
5	73,923 ×		,		
6	71,506 ×	FINANCIAL AD	MINISTRATOR:		
7	66,300 ×		F PURCHASING	RANK	SALARY
8	63,900 ×			1	90,700 ×
9	59,328 ×		•	2 .	84,460 ×
10	59,025 ×	RANK	SALARY	- 3 ·	80,000 *
11	58,522 ×	1	86,396 ×	4	75,000 ×
12	57,890 ×	2	72,947 ×	5	72,484 ×
13	50,988 ×	3	71,712 *	6	65,500 ×
14	50,000 ×	4	70,452 ×	7	64,100 *
15	42,276 ×	5	65,000 ×	8	61,645 *
		6	64,100 ×	9	60,624 *
AVERAGE "*"	70,178	7	63,710 ×	10	56,120 ×
***************************************	,	8	60,950 ×	11	54,073 ×
AVERAGE ALL	70,178	9	60,770 ×		,
NEE	,	10	59,768 ×		
		11	59,059 ×		
		12	58,324 ×		
			30,02.		

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FINANCIAL ADMINISTRATOR:		RANK SALARY		RANK SALARY	
DIRECTOR OF PERSONNEL		12	46,116 ×	13	54,100 ×
		13	40,014 ×	14	50,281 ×
			•	15	47,616 ×
(CON	(TINUED)	AVERAGE "*"	62,827	16	40,212 *
,		****		17	39,711 ×
AVERAGE "*"	69,519	AVERAGE ALL	62,827		•
NV ENNOE	•.,==:			AVERAGE "*"	60,034
AVERAGE ALL	69,519	FINANCIAL A	DMINISTRATOR:		
AVERAGE ASS	,		OF PHYSICAL	AVERAGE ALL	60,034
FINANCIAL ADM	INISTRATOR:	PLANT			-
DIRECTOR OF				FINANCIAL AD	MINISTRATOR:
		RANK	SALARY	DIRECTOR O	F HEALTH &
		1	105,300 ×	ENVIRONMEN	TAL SAFETY
RANK	SALARY	. 2	99,600 ×		•
1	69,550 ×	3	87,139 ×	RANK	SALARY
	(62,561)×	4	85,934 ×	1	94,000 ×
3	61,200 ×	5	84,460 ×	2	91,900 ×
4	59,600 ×	6	82,958 ×	3	84,777 ×
5	58,673 ×	7	81,566 ×	4	70,466 ×
6	58,410 ×	8	79,659 ×	5	66,073 ×
7	54,900 ×	9	76,816 ×	6	58,146 ×
, 8	51,500 ×	10	75,000 ×	7	55,000 ×
9	49,776 ×	11	74,850 ×	8	53,630 ×
10	48,542 ×	12	70,349 ×	9	53,561 ×
11	46,392 ×	13	68,000 ×	10	51,414 *
12	45,634 ×	14	67,983 ×	11	43,152 *
13	40,700 ×	15	67,236 ×	12	34,620 ×
14	40,223 ×	16	64,375 ×	13	33,034 ×
15	37,500 ×	17	55,805 ×		00,000
16	33,000 ×		55,005 ^	AVERAGE "*"	60,752
10	33,000 ^	AVERAGE "*"	78,061	NVERNOE	00,122
AVERAGE "*"	51,135	AVERAGE A	70,001	AVERAGE ALL	60,752
AVERAGE *	51,135	AVERAGE ALL	78,061		00,752
AVERAGE ALL	51,135	AVERAGE ALL	70,001	ACADEMIC ADM	TNTSTRATORS:
AVERAGE ALL	51,135	ETNANCTAL A	DMINISTRATOR:		EMIC OFFICER
FINANCIAL AD	MINICIDATAD.		OF PUBLIC	CHILL ACAD	CHILD OF FICER
	F FACILITIES	SAFETY	OI IOBLIC		
PLANNING	r PACILITIES	SAFEIT		RANK	SALARY
FLANNING		RANK	SALARY	1	200,004 ×
DANK	CALABY	1	90,700 ×	2	173,000 ×
RANK	SALARY	2	76,055 ×	3	165,000 ×
1	79,926 ×	3	74,675 ×	4	163,662 ×
2	77,600 ×	4	68,374 ×	5	158,800 ×
3	76,729 ×			6	156,750 ×
4	74,760 ×	5	66,722 ×	7	147,100 ×
5	70,000 ×	6	63,764 ×	, 8	147,100 × 146,259 ×
6	69,756 ×	7	61,855 ×	9	145,259 × 145,000 ×
7	63,998 ×	8	58,998 ×	•	-
8	62,389 ×	9	57,851 ×	10	144,924 *
9	53,541 ×	10	57,343 ×	11	143,200 ×
10	52,923 ×	11	56,712 ×	12	138,000 ×
11	49,000 ×	12	55,610 ×	13	131,000 ×





ACADEMIC ADMINISTRATORS:		RANK SALARY		ACADEMIC ADMINISTRATORS:	
CHIEF ACAI	DEMIC OFFICER	(CONTINUED)		DIRECTOR OF INSTITUTIONA	
		AUFDAGE WYW	74 777	RESEARCH	
RANK	SALARY	AVERAGE "*"	74,373	RANK	SALARY
(CONTINU		AVERAGE ALL	74,373	1	87,404 ×
14	(130,610)×	NVENNOE NEE	74,070	2	86,000 ×
15	128,750 ×	ACADEMIC ADM	TNTSTRATORS.	3	79,375 ×
16	125,000 ×		F LIBRARIES	4	74,500 ×
17	111,288 *	DINEOTON O	LIDRARILS	5	73,585 ×
18	97,400 ×			6	71,300 ×
	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	RANK	SALARY	7	69,028 ×
AVERAGE "*"	144,764	1	117,700 ×	8	67,500 ×
ATENAGE ~	244,704	2	117,760 ×	9	-
AVERAGE ALL	144,764	. 3	116,549 ×	10	64,460 ×
AVERAGE ALL	177,707	4	110,500 ×		63,000 ×
ACADEMIC AD	MINISTRATORS:	5	-	11	59,571 ×
	DNAL EDUCATION		108,377 ×	12	57,320 ×
ADMINISTR		6 7	105,000 ×	13	52,008 ×
WDUTHT21K	ATOR	_	100,050 ×		
DANIV	CALADY	8	97,500 ×	AVERAGE "*"	69,619
RANK	SALARY	9	97,393 ×		
1	100,842 ×	10	97,000 ×	AVERAGE ALL	69,619
2	100,408 ×	11	95,000 ×		
3	89,337 ×	12	92,424 ×	ACADEMIC ADM	INISTRATORS:
4	83,249 ×	.13	90,381 ×	REGISTRAR	
5	76,150 ×	14	82,658 ×		
6	66,966 ×	15	82,658 ×		
7	62,436 ×	16	78,043 ×	RANK	SALARY
8	55,296 ×	17	72,670 ×	1	108,767 ×
9	48,410 ×	18	64,100 ×	2	97,200 ×
				3	81,000 ×
AVERAGE "*"	75,899	AVERAGE "*"	95,865	4	75,218 ×
				5	71,880 ×
AVERAGE ALL	75,899	AVERAGE ALL	95,865	6	69,710 ×
				7	67,747 ×
	MINISTRATORS:	ACADEMIC ADM		8	61,600 ×
DEAN/DIREC		MUSEUM DIR	ECTOR	9 .	60,224 ×
ENROLLMEN	T MANAGEMENT			10	57,192 ×
				11	57,000 ×
RANK	SALARY	RANK	SALARY	12	51,291 ×
1	97,200 ×	1	88,470 ×	13	49,201 ×
2	88,850 ×	2	80,600 ×	14	48,134 ×
3	82,500 ×	3	70,360 ×	15	46,374 ×
4	80,068 ×	4	66,125 ×	16	43,784 ×
5	75,000 ×	5	54,125 ×	17	40,700 ×
6	57,790 ×	6	51,320 ×		
7	57,536 ×	7	41,311 *	AVERAGE "*"	63,942
8	56,040 ×				
		AVERAGE "*"	64,616	AVERAGE ALL	63,942
		AVERAGE ALL	64,616		

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ACADEMIC DEANS:		RANK	SALARY	RANK	SALARY
AGRICULTURE		(CONTINUED)		(CONTINUED)	
		AVERAGE "*	" 121,399	AVERAGE "*"	87,099
RANK .	SALARY		,		•
1	146,800 ×	AVERAGE AL	L 121,399	AVERAGE ALL	87,099
2	143,526 *				
3	135,000 ×	ACADEMIC D	EANS:	ACADEMIC DE	ANS:
4	(120,000)×	BUSINESS	/INDUSTRIAL	EDUCATION	
5	(114,999)×	MANAGEME	NT		
6	111,560 ×				
7	93,679·×	RANK	SALARY	RANK	SALARY
8	75,300 ×	1	290,000 ×	1	136,600 ×
		2	194,900 ×	2	127,155 ×
AVERAGE "	'×" 117,608	3	173,800 ×	3	122,720 ×
		4	155,150 ×	4	122,000 ×
AVERAGE A	LL 117,608	5	150,000 ×	5	121,540 ×
		6	137,940 ×	6	120,051 ×
ACADEMIC	DEANS:	7	134,001 ×	7	(120,000)×
ARCHITE	CURE/ENVIRONMENTAL	8	134,000 ×	8	112,000 ×
DESIGN		9	132,363 ×	9	107,120 ×
		10	131,373 ×	10	104,000 ×
RANK	SALARY	11	(128,500)×	11	103,680 ×
1	126,000 ×	12	124,800 ×	12	102,570 ×
2	(120,500)×	13	118,315 ×	13	97,962 ×
3	117,750 ×	14	117,298 ×	14	93,000 ×
4	108,150 ×	15	114,100 ×	15	91,545 ×
5	106,507 ×	16	109,300 ×	16	78,500 ×
6	(105,600)×	17	106,464 ×	17	77,760 ×
7	91,814 ×	18	87,500 ×		
	•			AVERAGE "*"	108,130
AVERAGE "	'×" 110,903	AVERAGE "*	" 141,100	•	
				AVERAGE ALL	108,130
AVERAGE A	LL 110,903	AVERAGE AL	L 141,100		
				ACADEMIC DE	ANS:
ACADEMIC	DEANS:	ACADEMIC D	EANS:	ENGINEERING	
ARTS AN	ID SCIENCES	CONTINUI	NG EDUCATION		
			•		
				RANK	SALARY
RANK	SALARY	RANK	SALARY	1	190,000 ×
1	155,800 ×	1	128,500 ×	2	155,000 ×
2	150,000 ×	2	103,000 ×	3	152,168 ×
3	133,200 ×	3	98,500 ×	4	139,219 ×
4	130,007 ×	4	94,621 ×	5	136,299 ×
5	127,192 ×	5	88,500 ×	6 ·	(135,500)×
6	119,300 ×	6	87,655 ×	7	135,390 ×
7	116,480 ×	7	82,178 ×	8	135,000 ×
8	(112,926)×	8	79,926 ×	9	121,992 ×
9	109,136 ×	9	66,589 ×	10	116,735 ×
10	100,000 ×	10	65,000 ×	11	114,752 ×
11	81,350 ×	11	63,621 ×	12	100,500 ×
==			<u></u>	13	95,325 ×
				_	

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ACADEMIC DEANS:		ACADEMIC DEANS: HOME ECONOMICS		ACADEMIC DEANS: LIBERAL ARTS	
ENGINEERIN	G	HONE ECONOMICS		LIBERAL AR	13
			•		
(CO	NTINUED)	RANK	SALARY	RANK	SALARY
		1	133,600 ×	1	103,680 ×
AVERAGE "*"	132,914	2	114,505 ×	2	103,290 *
		3	107,490 ×	3	93,300 ×
AVERAGE ALL	132,914	4	102,280 ×		
		5	93,000 ×	AVERAGE "*"	100,090
ACADEMIC DEA	NS:	6	89,800 ×		
FORESTRY				AVERAGE ALL	100,090
		AVERAGE "*"	106,779		
				ACADEMIC DEA	NS:
RANK	SALARY	AVERAGE ALL	106,779	MUSIC	
1	143,000 ×			•	
2	123,640 ×	ACADEMIC DEA			
3	108,150 ×	JOURNALISM	/COMMUNICATIONS	RANK	SALARY
4	98,730 ×			1	121,938 ×
				2	104,011 *
AVERAGE "*"	118,380	RANK	SALARY	3	95,148 ×
		1	132,000 ×		
AVERAGE ALL	118,380	2	125,989 ×	AVERAGE "*"	107,032
		3	112,175 ×		
ACADEMIC DEA	NNS:	4	111,450 ×	AVERAGE ALL	107,032
GRADUATE		5	108,000 *		
		6	101,552 *	ACADEMIC DEA	INS:
				SCIENCE	
RANK	SALARY	AVERAGE "*"	115,194	•	
1	135,000 ×				
2	(127,463)×	AVERAGE ALL	115,194	RANK	SALARY
3	(121,900)*			1	(125,000)×
4	121,500 ×	ACADEMIC DEA	NS:	2	109,108 ×
5	120,230 ×	LAW		3	106,464 ×
6	116,000 *				
7	111,000 ×	3		AVERAGE "*"	113,524
8	103,922 ×	RANK	SALARY		
9	101,825 *	1	180,000 ×	AVERAGE ALL	113,524
10	101,450 ×	2	164,241 ×	404DENTO DE	
11	101,198 ×	3	155,000 ×	ACADEMIC DE	
12	99,899 ×	4	143,671 *	SOCIAL WOR	(K
13	92,576 ×	5	141,739 *		
14	92,400 ×	6	140,000 ×	DANK.	CALABY
. 15	86,652 ×	7	138,099 ×	RANK	SALARY
16	81,400 ×	8	137,501 ×	1	139,337 *
A11FRAGE 0000	107 151	9	131,507 ×	2	123,000 ×
AVERAGE "*"	107,151	10	129,420 ×	3	106,100 ×
AVERAGE ALL	107,151	AVERAGE "*"	146,118	4	89,615 ×
		AVERAGE ALL	146,118		

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ACADEMIC DEANS: SOCIAL WORK		RANK (CO	SALARY Intinued)	RANK SALARY (CONTINUED)	
		AUEDAGE HEH	114 147	AUEDACE WEW	120 678
400	AITTAII (FR.)	AVERAGE "*"	116,163	AVERAGE "*"	129,478
(60	NTINUED)	AVERAGE ALL	116,163	AVERAGE ALL	129,478
AVERAGE "*"	114,513	AVERAGE ALL	110,103	AVERAGE ALL	12,,470
AVERAGE =	114,515	MEDICAL DEAN	ıs.	MEDICAL DEAN	S:
AVERAGE ALL	114,513	MEDICINE		VETERINARY	
AVERAGE ALL	114,515	HEDZOZNE		V	
ACADEMIC DEA	NS:				
UNDERGRADU	ATE STUDIES	RANK	SALARY	RANK	SALARY
		1	233,690 ×	1	147,000 ×
		2	224,700 ×	2	131,750 ×
RANK	SALARY	. 3	198,739 ×	3	126,197 ×
. 1	135,300 ×	4	125,000 ×	4	102,723 ×
2	122,000 ×	5	80,500 ×	5	94,980 ×
3	104,500 ×				
4	90,037 ×	AVERAGE "*"	172,526	AVERAGE "*"	120,530
5	89,018 ×				
		AVERAGE ALL	172,526	AVERAGE ALL	120,530
AVERAGE "*"	108,171				
	•	MEDICAL DEANS:		STUDENT SERV	ICES ADMIN.
AVERAGE ALL	108,171	NURSING		CHIEF STUD	ENT SERVICES
			•	OFFICER	
MEDICAL DEAN	IS:				
DENTISTRY		RANK	SALARY	RANK	SALARY
		1	156,690 ×	1	119,960 ×
		2	136,500 ×	2	118,500 ×
RANK	SALARY	3	116,281 ×	3	117,400 ×
1	170,500 ×	4	113,899 ×	4	113,703 ×
2	159,523 ×	5	113,300 ×	5	110,000 *
3	135,566 ×	6	98,086 ×	6	109,513 × 109,500 ×
4	135,432 ×	7	93,215 × 89,630 ×	7 8	109,500 ×
5	82,700 ×	8	07,03U ×	9	104,400 ×
AVERACE "X"	134 766	AVEDACE "#"	114,700	10	104,000 ×
AVERAGE "*"	136,744	AVERAGE "*"	114,700	11	103,000 ×
AVERAGE ALL	136,744	AVERAGE ALL	114,700	12	102,516 ×
AVERAGE ALL	200)/44	AVENAGE ALL	22 17,100	13	100,000 ×
MEDICAL DEAM	ıs:	MEDICAL DEA	NS:	14	97,850 ×
HEALTH-REI		PHARMACY		15	97,440 ×
PROFESSION				16	95,500 ×
				17	91,055 ×
RANK	SALARY	RANK	SALARY	18	84,000 ×
1	161,000 ×	1	147,000 ×		• .
2	115,206 *	2	146,783 ×	AVERAGE "*"	104,852
3	110,616 ×	3	137,100 ×		
4	107,600 *	4	110,210 ×	AVERAGE ALL	104,852
5	86,395 ×	5	106,296 ×		



STUDENT SERVICES ADMIN.:		RANK SALARY		RANK SALARY	
DIRECTOR OF HOUSING		4	78,677 ×	10	48,000 ×
		5	78,301 ×	11	47,124 ×
		6	69,095 ×	12	46,206 ×
RANK	SALARY	7	68,669 ×	13	44,805 ×
1	84,082 ×	8	67,980 ×	14	43,776 ×
2	75,047 ×	9	58,585 ×	15	42,170 ×
3	74,552 ×	10	49,594 ×	16	41,268 *
4	70,018 ×	11	48,821 ×	17	40,000 ×
5	68,775 ×	12	44,748 ×	18	30,160 ×
6	66,000 ×				
7	64,610 ×	AVERAGE "*"	68,847	AVERAGE "*"	54,152
8	64,566 ×				
9	63,256 ×	AVERAGE ALL	68,847	AVERAGE ALL	54,152
10	61,000 ×	•			
11	60,130 ×	STUDENT SER	VICES ADMIN.:	STUDENT SERVI	CES ADMIN.:
12	55,000 ×	DIRECTOR	DF STUDENT	DIRECTOR OF	STUDENT
13 [.]	49,056 ×	HEALTH CE	NTER	UNION	
14	48,823 ×				
15	46,287 ×	RANK	SALARY	RANK	SALARY
16	45,991 ×	1	153,719 ×	1	91,000 ×
17	43,784 ×	.2	136,185 ×	2	65,119 ×
18	41,000 ×	3	121,567 *	3	63,000 ×
		4	96,642 ×	4	58,105 ×
AVERAGE "*"	60,110	5	95,052 ×	5	57,585 ×
		6	93,503 ×	6	54,175 ×
AVERAGE ALL	60,110	7	87,288 ×	7	53,000 ×
		8	86,081 ×	8	52,530 ×
STUDENT SERVE	ICES ADMIN.:	9	83,677 ×	9	52,250 ×
DIRECTOR OF	DINING	10	72,800 ×	10	50,095 ×
SERVICES		11	69,597 ×	11	(49,919)×
		12	68,985 ×	12	49,804 ×
RANK	SALARY	13	64,000 ×	13	47,900 ×
1	84,500 ×			14	46,183 ×
2	73,027 ×	AVERAGE "*"	94,546	15	41,340 ×
3	73,000 ×			16	37,201 ×
4	64,890 ×	AVERAGE ALL	94,546		
5	50,328 ×			AVERAGE "*"	54,325
. 6	49,900 ×	STUDENT SER	VICES ADMIN.:		
		DIRECTOR	OF CAREER	AVERAGE ALL	54,325
AVERAGE "*"	65,941	SERVICES		•	
				STUDENT SERV	ICES ADMIN.:
AVERAGE ALL	65,941	RANK	SALARY	DIRECTOR OF	F MINORITY/
		1	79,011 ×	MULTICULTU	RAL AFFAIRS
STUDENT SERV	ICES ADMIN.:	2	71,420 ×		
DEAN OF STUDENT		. 3	66,771 ×	RANK	SALARY
AFFAIRS		4	65,016 ×	. 1	97,300 ×
		5	63,000 ×	2	87,588 ×
RANK	SALARY	6	63,000 ×	3	71,690 ×
1	93,326 ×	7	62,594 ×	4	68,250 ×
2	84,214 ×	8	62,503 ×	5	67,724 ×
3	84,156 ×	9	57,904 ×	. 6	62,436 ×

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* = NASULGC

TABLE II (CONTINUED) ATLANTA REGION

STUDENT SERV	TOES ADMIN .	RANK	SALARY	RANK S	ALARY
STUDENT SERVICES ADMIN.: DIRECTOR OF MINORITY/		6	53,400 ×		TINUED)
	RAL AFFAIRS	7 52,719 *			
11021120210	MAE AITAINS	8	51,597 ×	AVERAGE "*"	57,877
RANK	SALARY	9	47.966 ×		21,211
(CONTINUE		10	45,770 ×	AVERAGE ALL	57,877
7	58,849 ×	11	45,146 ×	AVENAGE ALL	2.,2
8	53,000 ×	12	41,097 ×	STUDENT SERVI	CES ADMIN.:
9	39,900 ×	13	41,000 ×		ADMISSIONS
10	38,665 ×	14	40,456 ×	DIRECTOR OF	RD20020110
	30,009 ~	15	39,712 ×		
AVERACE TET	64,540	16	29,870 ×	RANK	SALARY
AVERAGE "*"	07,570	10	27,070 ~	1	96,463 ×
AVERAGE ALL	64,540	AVERAGE '	'*" 56,001	2	81,000 ×
AVERAGE ALL	UFC(F0	AVERAGE	× 50,001	3 .	79,550 ×
CTUDENT CERV	TOEC ARMIN	AVERAGE A	ALL 56,001	4	77,480 ×
•	ICES ADMIN.:	AVERAGE /	ALL 56,001	5	72,500 ×
DIRECTOR O	OF COUNSELING	CTUDENT (SERVICES ADMIN.:	6	71,050 ×
				7	67,500 ×
DANK	CALABY		OR OF INTERNATIONAL	8	65,722 ×
RANK	SALARY	STODEN	r SERVICES	9	64,181 ×
1	68,180 ×	D.4.11/	CALABY	•	62,800 ×
2	67,882 ×	RANK	SALARY	10	=
3	67,028 ×	1	89,337 ×	11	61,000 ×
4	66,391 ×	2	68,124 ×	12	57,348 ×
5	63,000 ×	. 3	67,725 ×	13	50,556 ×
6	61,228 ×	4	60,212 ×	14	47,286 ×
7	60,042 ×	5	51,485 ×	15	46,350 ×
8	57,790 ×	6	46,350 ×	16	43,051 ×
9	56,271 ×	7	44,186 ×		
10	55,116 ×	8	43,000 ×	AVERAGE "*"	65,240
11	54,700 ×	9	41,200 ×		
12	54,581 ×	10	41,108 ×	AVERAGE ALL	65,240
13	53,038 ×	11	35,565 ×		
14	50,700 ×	•		STUDENT SERV	
15	50,000 ×	AVERAGE '	"*" 53,481	DIRECTOR O	F FINANCIAL
16	47,537 ×			AID	
17	31,484 ×	AVERAGE	ALL 53,481	•	
				RANK	SALARY
AVERAGE "*"	56,763	STUDENT	SERVICES ADMIN.:	1	73,500 ×
	•	DIRECT	OR OF STUDENT	2	73,200 ×
AVERAGE ALL	56,763	ACTIVI	TIES	3	72,000 ×
		•		4	69,435 ×
STUDENT SERV	VICES ADMIN.:	RANK	SALARY	5	65,000 ×
DIRECTOR (DF INTRAMURAL	1	88,856 ×	6	64,890 ×
& RECREAT	IONAL SPORTS	2	72,000 ×	7	64,181 ×
		3	68,505 ×	8	61,800 ×
RANK	SALARY	4	50,470 ×	9	60,000 ×
1	145,000 ×	5	47,494 ×	10	58,000 ×
2	76,634 ×	6	42,500 *	11	55,728 ×
3	69,683 ×	7	35,311 ×	12	55,188 ×
4	62,208 ×			13	52,000 ×
5	53,750 ×			14	51,895 ×



STUDENT SER	VICES ADMIN.:	RANK	SALARY	RANK S	SALARY
DIRECTOR (DF FINANCIAL	(00	NTINUED)	7	60,000 ×
AID				8	56,808 ×
		AVERAGE "*"	108,793	9	52,602 ×
RANK	SALARY			10 .	48,282 ×
(CONTINU	ED)	AVERAGE ALL	108,793	11	45,639 ×
15	51,516 ×				
16	47,460 ×	DEVELOPMENT	ADMINISTRATORS:	AVERAGE "*"	63,575
		CHIEF PUBL	IC RELATIONS		
AVERAGE "*"	60,987	OFFICER		AVERAGE ALL	63,575
AVERAGE ALL	60,987	RANK	SALARY	DEVELOPMENT	ADMINISTRATORS:
		1	119,480 ×	DIRECTOR (F DEVELOPMENT
DEVELOPMENT	ADMINISTRATORS:	2	(105,361)*		
CHIEF ADV	ANCEMENT OFFICER	· 3	96,404 ×		
	•	4	94,065 ×	RANK	SALARY
		5	84,500 ×	1	107,609 ×
RANK	SALARY	6	77,014 ×	2	92,000 ×
1	154,000 ×	7	58,500 ×	3	87,550 ×
2	135,850 ×	•		4	82,174 ×
3	126,000 ×	AVERAGE "*"	90,761	5	80,250 ×
4	120,000 ×		,,,,,,	. 6	78,024 ×
5	109,221 *	AVERAGE ALL	90,761	7	76,662 ×
6	108,800 ×	AVERNOE NEE	74,762	8	59,500 ×
7	104,148 *	DEVEL OPMENT	ADMINISTRATORS:	9	55,105 ×
8	102,700 ×		OF SPECIAL EVENTS	7	55,105 ×
9	90,130 ×	DIRECTOR	OF SPECIAL EVENIS	AVERAGE "*"	70 075
10	83,480 ×			AVERAGE	79,875
10	03)400 ×	RANK	SALARY	AVERAGE ALL	70.075
AVERAGE "*"	113,433	1	76,372 ×	AVERAGE ALL	79,875
AVERAGE =	113,433	2	76,372 × 58,000 ×	DEUEL ODWELLT	4 DUTINTO TO 4 TO DO
AVERAGE ALL	113,433	3	•	•	ADMINISTRATORS:
AVERAGE ALL	113,433	4	53,090 ×	DIRECTOR (DF ALUMNI
DEVEL OBMENT	ADMINISTRATORS:	5	49,500 ×	SERVICES	
		_	42,849 ×	54411	
CHIEF DEV	ELOPMENT OFFICER	6	34,831 ×	RANK	SALARY
		7	33,759 ×	1	123,060 ×
54497	0.41.4894	******		2	98,262 ×
RANK	SALARY	AVERAGE "*"	49,772	3	92,700 ×
1	146,600 ×			4	88,875 ×
2	141,000 ×	AVERAGE ALL	49,772	5	85,829 ×
3	125,962 ×			6	73,134 ×
4	124,216 ×		ADMINISTRATORS:	7	69,400 ×
5	119,300 ×	DIRECTOR (OF PUBLIC	8	68,825 ×
6	100,082 ×	RELATIONS		9	66,541 ×
7	98,500 ×			10	61,349 ×
8	(91,576)×	RANK	SALARY	11	57,600 ×
9	(89,192)×	1	87,650 ×	12	57,186 ×
10	51,500 ×	2	76,661 ×	13	56,628 ×
		3	75,760 ×	14	53,440 ×
		4	69,484 ×	15	47,500 ×
		5	64,944 ×	16	44,179 ×
	•	6	61,500 ×	17	39,848 ×
		•			

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* = NASULGC

TABLE II (CONTINUED) ATLANTA REGION

	ADMINISTRATORS:		ENT ADMINISTRATOR:		ALARY
DIRECTOR OF	FALUMNI	DIRECTOR O		13	101,825 *
SERVICES		COMPUTING	SERVICES	14	98,262 ×
(co	NTINUED)	RANK	SALARY	AVERAGE "*"	121,935
		1	83,065 ×		
AVERAGE "*"	69,668	2	76,241 ×	AVERAGE ALL	121,935
		3	67,071 ×		
AVERAGE ALL	69,668	4	58,870 ×	RESEARCH ADM	INISTRATORS:
•		5	55,464 *	DIRECTOR O	F RÈSEARCH SERVICE
INFO MANAGEM	ENT ADMINISTRATOR:				
CHIEF OF I	NFORMATION	AVERAGE "*"	68,142		
MANAGEMENT				RANK	SALARY
		AVERAGE ALL	68,142	1	115,057 ×
RANK	SALARY			2	99,936 ×
1	125,163 *	INFO MANAGEM	ENT ADMINISTRATOR:	3	96,402 ×
2	122,200 ×	DIRECTOR O	F ADMINISTRATIVE	4	88,060 ×
3	120,454 ×	COMPUTING	SERVICES	5	77,597 ×
4	106,500 ×			6	77,292 ×
5	102,500 ×	RANK	SALARY	7	75,000 ×
6	101,700 ×	1	97,156 ×	8	74,285 ×
7	100,000 ×	2	87,500 ×	9	72,413 ×
8	95,000 ×	3	86,090 ×	10	59,419 ×
9	86,110 ×	4	82,000 ×	11	57,162 ×
10	65,000 ×	5 ·	78,540 ×	12	49,465 ×
		6	72,018 ×		
AVERAGE "*"	102,463	7	63,860 ×	AVERAGE "*"	78,507
	•	8	61,451 *		
AVERAGE ALL	102,463	9	54,000 ×	AVERAGE ALL	78,507
		10	52,205 ×		
INFO MANAGEM	ENT ADMINISTRATOR:			AGRICULTURAL	ADMINSTRATORS:
DIRECTOR O	F COMPUTING	AVERAGE "*"	73,482	DIRECTOR O	F COOPERATIVE
SERVICES			·	EXTENSION	
		AVERAGE ALL	73,482		
RANK	SALARY			RANK	SALARY
1	113,700 ×	RESEARCH ADM	INISTRATORS:	1	128,048 ×
2	104,981 ×	CHIEF RESE	EARCH OFFICER	2	95,893 ×
3	99,090 ×			3	84,160 ×
4	95,000 ×		•	4	70,504 ×
5	88,500 ×	RANK	SALARY		
6	83,718 ×	1	151,200 ×	AVERAGE "*"	94,651
7	78,280 ×	. 2	150,000 ×		
8	78,280 ×	3	138,570 ×	AVERAGE ALL	94,651
9	65,041 ×	4	132,999 *	•	•
10	64,618 ×	5	(127,463)×	OTHER ADMINI	
11 .	. 49,000 ×	6	123,250 ×		TO THE CHIEF
12	48,269 ×	7	(121,900)×	EXECUTIVE	OFFICER
	•	8	121,300 ×	•	,
AVERAGE "*"	80,706	9 .	115,600 ×	RANK	SALARY
		10	115,360 ×	1	102,000 ×
AVERAGE ALL	80,706	11	106,755 ×	2	99,287 × ·
		12	102,600 *	3	87,550 ×

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OTHER ADMINI	STRATORS:	RANK	SALARY
	TO THE CHIEF	3	115,000 *
EXECUTIVE		4	114,600 ×
		5	102,000 *
RANK	SALARY	6	102,000 ×
(CONTINUE		7	(99,420)×
4	84,003 ×	8	88,270 ×
5	83,400 ×	9	84,460 ×
6	76,661 ×	10	83,100 ×
7	70,464 ×	11	82,914 ×
8	69,404 ×	12	78,609 ×
9	63,960 ×	13	71,000 ×
10	60,900 ×	14	68,340 ×
11	50,277 ×		
	•	AVERAGE "*	" 95,587
AVERAGE "*"	77,082		
		AVERAGE AL	L 95,587
AVERAGE ALL	77,082		·
		OTHER ADMI	NISTRATORS:
OTHER ADMINI	STRATORS:	HEAD OF	LEGISLATIVE/
DIRECTOR O	F AFFIRMATIVE	GOVERNME	NTAL RELATIONS
ACTIONS			
	· ·	RANK	SALARY
RANK	SALARY	RANK 1	SALARY 108,150 *
RANK 1	SALARY 92,531 *		
		1	108,150 ×
1	92,531 ×	1 2	108,150 × 105,361 ×
1 2	92,531 * 91,100 *	1 2 3	108,150 * 105,361 * 102,240 *
1 2 3	92,531 * 91,100 * 88,670 *	1 2 3 4	108,150 × 105,361 × 102,240 × 80,000 ×
1 2 3 4	92,531 * 91,100 * 88,670 * 80,474 *	1 2 3 4 5	108,150 × 105,361 × 102,240 × 80,000 × 78,490 ×
1 2 3 4 5	92,531 * 91,100 * 88,670 * 80,474 * 79,450 *	1 2 3 4 5	108,150 × 105,361 × 102,240 × 80,000 × 78,490 × 73,850 ×
1 2 3 4 5	92,531 * 91,100 * 88,670 * 80,474 * 79,450 * 76,426 *	1 2 3 4 5 6 7	108,150 * 105,361 * 102,240 * 80,000 * 78,490 * 73,850 * 64,184 *
1 2 3 4 5 6 7	92,531 # 91,100 # 88,670 # 80,474 # 79,450 # 76,426 # 68,880 #	1 2 3 4 5 6 7 8	108,150 × 105,361 × 102,240 × 80,000 × 78,490 × 73,850 × 64,184 × 61,001 ×
1 2 3 4 5 6 7 8	92,531 * 91,100 * 88,670 * 80,474 * 79,450 * 76,426 * 68,880 * 68,000 *	1 2 3 4 5 6 7 8	108,150 × 105,361 × 102,240 × 80,000 × 78,490 × 73,850 × 64,184 × 61,001 × 55,945 ×
1 2 3 4 5 6 7 8	92,531 * 91,100 * 88,670 * 80,474 * 79,450 * 76,426 * 68,880 * 68,000 *	1 2 3 4 5 6 7 8	108,150 × 105,361 × 102,240 × 80,000 × 78,490 × 73,850 × 64,184 × 61,001 × 55,945 ×
1 2 3 4 5 6 7 8 9	92,531 * 91,100 * 88,670 * 80,474 * 79,450 * 76,426 * 68,880 * 68,000 * 65,000 *	1 2 3 4 5 6 7 8	108,150 * 105,361 * 102,240 * 80,000 * 78,490 * 73,850 * 64,184 * 61,001 * 55,945 *
1 2 3 4 5 6 7 8 9 10	92,531 * 91,100 * 88,670 * 80,474 * 79,450 * 76,426 * 68,880 * 68,000 * 65,000 * 63,685 * 63,000 *	1 2 3 4 5 6 7 8 9	108,150 * 105,361 * 102,240 * 80,000 * 78,490 * 73,850 * 64,184 * 61,001 * 55,945 *
1 2 3 4 5 6 7 8 9 10 11	92,531 * 91,100 * 88,670 * 80,474 * 79,450 * 76,426 * 68,880 * 68,000 * 65,000 * 63,685 * 63,000 *	1 2 3 4 5 6 7 8 9	108,150 * 105,361 * 102,240 * 80,000 * 78,490 * 73,850 * 64,184 * 61,001 * 55,945 *
1 2 3 4 5 6 7 8 9 10 11 12	92,531 * 91,100 * 88,670 * 80,474 * 79,450 * 76,426 * 68,880 * 68,000 * 65,000 * 63,685 * 63,000 * 61,770 * 60,000 *	1 2 3 4 5 6 7 8 9	108,150 * 105,361 * 102,240 * 80,000 * 78,490 * 73,850 * 64,184 * 61,001 * 55,945 *
1 2 3 4 5 6 7 8 9 10 11 12 13	92,531 * 91,100 * 88,670 * 80,474 * 79,450 * 76,426 * 68,880 * 68,000 * 65,000 * 63,685 * 63,000 * 61,770 * 60,000 * 59,664 *	1 2 3 4 5 6 7 8 9	108,150 * 105,361 * 102,240 * 80,000 * 78,490 * 73,850 * 64,184 * 61,001 * 55,945 *
1 2 3 4 5 6 7 8 9 10 11 12 13 14	92,531 * 91,100 * 88,670 * 80,474 * 79,450 * 76,426 * 68,880 * 68,000 * 65,000 * 63,685 * 63,000 * 61,770 * 60,000 * 59,664 * 50,000 *	1 2 3 4 5 6 7 8 9	108,150 * 105,361 * 102,240 * 80,000 * 78,490 * 73,850 * 64,184 * 61,001 * 55,945 *

OTHER ADMINISTRATORS: LEGAL COUNSEL

RANK	SALARY	
1	124,300 ×	
2	124.200 ×	

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TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG EIGHTY-SEVEN UNIVERSITIES REPRESENTING FORTY-FIVE STATES BY EMPLOYMENT OPPORTUNITY REGIONS

-CHICAGO REGION-

The Chicago Region as defined by the Equal Employment Opportunity Commission includes the states of Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin. The Universities participating from this region are:

BALL STATE UNIVERSITY ILLINOIS STATE UNIVERSITY

- *KENT STATE UNIVERSITY
- *MIAMI UNIVERSITY
- *MICHIGAN STATE UNIVERSITY NORTHERN ILLINOIS UNIVERSITY
- *OHIO STATE UNIVERSITY
- *OHIO UNIVERSITY
- *SOUTHERN ILLINOIS UNIVERSITY AT CARBONDALE
- *THE UNIVERSITY OF AKRON
- *THE UNIVERSITY OF MICHIGAN
- *UNIVERSITY OF CINCINNATI
- *UNIVERSITY OF ILLINOIS AT CHICAGO
- *UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
- *UNIVERSITY OF TOLEDO
- *UNIVERSITY OF WISCONSIN, MILWAUKEE



HULTI-CAHOUSES CHIEF 12 109,775 12 109,775 13 107,000 107,00	CHIEF EXECUT	TUE OFFTCER.	RANK S	ALARY	RANK S	SALARY
RANK SALARY 12 109,775 % 135,5317						
RANK SALARY 1 250,000 % AVERAGE "M" 135,317 AVERAGE ALL 91,126 2 231,012 % 3 211,150 % AVERAGE ALL 130,528 FINANCIAL ADMINISTRATOR: 4 190,000 % FINANCIAL ADMINISTRATOR: 5 166,000 % FINANCIAL ADMINISTRATOR: ASSOC. VP FOR AVERAGE "M" 209,632 MAMAGEMENT & BUDGET RANK SALARY AVERAGE ALL 209,632 RANK SALARY 2 95,627 % 1 143,500 % 3 93,000 % CHIFF EXECUTIVE DFFICER: 2 97,059 4 92,000 % SING. UNIT INSTITUTION 3 82,400 % 5 65,200 % CHIFF EXECUTIVE OFFICER: 2 97,059 4 92,000 % SING. UNIT INSTITUTION 3 82,400 % 5 65,200 % CHIFF EXEC. OFFICER AVERAGE ALL 107,653 AVERAGE "M" 97,497 1 260,709 % 2 207,700 % 3 195,000 % AVERAGE ALL 107,653 AVERAGE ALL 96,746 1 165,400 % ASSOC. VP FOR BUSINESS FINANCIAL ADMINISTRATOR: 6 167,270 7 160,000 RANK SALARY 1 126,000 % AFFAIRS/BUSINESS HGR. INTERNAL AUDITOR 10 144,700 % 3 80,528 % 2 88,100 % 11 140,000 % RANK SALARY 10 144,700 % 3 80,528 % 2 88,100 % 11 126,000 % 4 85,000 % 3 74,355 % AVERAGE "M" 172,658 AVERAGE ALL 100,009 % 8 65,001 % AVERAGE "M" 172,658 AVERAGE ALL 100,009 % 8 65,001 % AVERAGE "M" 172,658 AVERAGE ALL 100,009 % 8 65,001 % AVERAGE "M" 172,658 AVERAGE "M" 104,859 % 6 65,508 % AVERAGE "M" 172,658 AVERAGE "M" 104,859 % 6 65,508 % AVERAGE "M" 172,658 AVERAGE "M" 104,859 % 6 65,508 % AVERAGE "M" 172,658 AVERAGE "M" 104,859 % 6 65,508 % AVERAGE "M" 172,658 AVERAGE "M" 104,859 % 6 65,508 % AVERAGE "M" 172,658 AVERAGE "M" 104,859 % 6 65,508 % AVERAGE "M" 172,658 AVERAGE "M" 104,859 % 6 65,508 % AVERAGE "M" 172,658 AVERAGE "M" 104,859 % 6 65,508 % AVERAGE "M" 172,658 AVERAGE "M" 104,859 % 6 65,508 % AVERAGE "M" 172,658 AVERAGE "M" 104,859 % 6 65,508 % AVERAGE "M" 172,658 AVERAGE "M" 104,859 % 6 65,508 % AVERAGE "M" 172,658 AVERAGE "M" 104,859 % 6 65,508 % AVERAGE "M" 172,658 AVERAGE "M" 104,859 % 6 65,508 % AVERAGE "M" 172,658 AVERAGE "M" 104,859 % 6 65,508 % AVERAGE "M" 172,658 AVERAGE "M" 104,859 % 6 65,508 % AVERAGE "M" 172,658 AVERAGE "M" 104,859 % 6 65,508 % AVERAGE "M" 172,658 AVERAGE "M" 104,859 % 6 65,508 % AVERAGE "M" 172,658 AVERAGE "					(00)	112110227
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1 250,000 * AVERAGE "N" 135,317 AVERAGE ALL 91,126	PANY	SAI ARV	10	201,000	AVERNOE "	,0,40,
2 231,012 * 3 211,150 * AVERAGE ALL 130,528 FINANCIAL ADMINISTRATOR: 4 190,000 * FINANCIAL ADMINISTRATOR: ASSOC. VP FOR AMARGEMENT & BUDGET RANK SALARY 1 1040,000 * 1 143,500 * 2 93,627 * 1 143,500 * 2 93,627 * 1 143,500 * 3 93,000 CHIEF EXECUTIVE OFFICER: 2 97,059 4 92,100 * 5 83,000 CHIEF EXECUTIVE OFFICER: 2 97,059 4 92,100 * CHIEF EXEC. OFFICER AVERAGE "%" 112,950 * 6 76,560 * AVERAGE "%" 112,950 * AVERAGE "%" 112,950 * AVERAGE "%" 97,497 1 260,709 * AVERAGE ALL 107,653 2 207,700 * AVERAGE "%" 107,653 2 207,700 * AVERAGE ALL 107,655 2 207,700 * AVERAGE ALL 107,600 * AVERAGE ALL 107,600 * AVERAGE ALL 107			AVERAGE "*"	135.317	AVERAGE ALL	91.126
3	_			202,021		,_,
A		-	AVERAGE ALL	130.528	FINANCIAL ADI	MINISTRATOR:
Table	_	=		200,220		
AVERAGE "M" 209,632 MANAGEMENT & BUDGET RANK SALARY AVERAGE ALL 209,632 RANK SALARY 2 93,627 # 1 143,500 % 3 93,000 CHIEF EXECUTIVE OFFICER: 2 97,099 4 92,100 % 6 76,560 % 6 7	-		FINANCIAL AD	MINISTRATOR:		
AVERAGE "W" 209,632	-	200,000				
AVERAGE ALL 209,632 RANK SALARY 2 93,5,627 × 1 143,500 × 3 93,000 CHIEF EXECUTIVE OFFICER: 2 97,059 4 92,100 × SING. UNIT INSTITUTION 3 82,400 × 5 85,200 × CHIEF EXEC. OFFICER AVERAGE "" 112,950 RANK SALARY AVERAGE ALL 107,653 2 207,700 × 3 195,000 × FINANCIAL ADMINISTRATOR: 4 185,400 × ASSOC. VP FOR BUSINESS FINANCIAL ADMINISTRATOR: 5 174,408 × AFFAIRS/BUSINESS MGR. INTERNAL AUDITOR 6 167,270 7 160,008 RANK SALARY 8 150,000 1 140,000 × RANK SALARY 9 145,000 × 2 105,240 1 93,750 × 10 144,708 × 3 89,578 × 2 88,100 × 11 126,000 × 4 85,000 × 3 74,355 × 12 115,000 × 5 80,628 4 69,330 × 12 115,000 × 5 80,628 4 69,330 × AVERAGE "*" 172,658 AVERAGE ALL 100,089 8 63,001 × AVERAGE "*" 172,658 AVERAGE ALL 100,089 8 63,001 × FINANCIAL ADMINISTRATOR: 10 52,000 × CHIEF FINANCIAL ADMINISTRATOR: 11 135,798 × 2 12,5,861 × 1 135,798 × 2 12,5,861 × 1 135,798 × 2 12,000 × AVERAGE ALL 63,354 4 6,250 × AVERAGE ALL 109,000 × AVERAGE ALL 63,354 5 130,600 × 5 80,400 × 6 121,921 6 83,280 7 120,000 × 7 82,560 8 117,400 × 8 7 76,000 × 8 117,400 × 8 7 76,000 × 8 117,400 × 6 7 76,260 8 117,400 × 6 8 76,000 × 9 110,928 9 73,794 ×	AVERAGE "*"	209.632			· RANK	SALARY
AVERAGE ALL 209,632 RANK SALARY 2 93,627 × 1 143,500 × 3 93,000 CHIEF EXECUTIVE OFFICER: 2 97,059 4 92,100 × 5 85,200 × 6 76,560 × AVERAGE "W" 112,950 RANK SALARY 120,700 × AVERAGE ALL 107,653 2 207,700 × AVERAGE ALL 107,653 3 195,000 × FINANCIAL ADMINISTRATOR: 4 185,400 × AFFAIRS/BUSINESS MGR. INTERNAL AUDITOR 6 167,270 7 160,008 RANK SALARY 8 150,000 1 140,000 × RANK SALARY 9 145,000 × 2 105,240 1 93,750 × 1 11,000 × 1 11,						
CHIEF EXECUTIVE OFFICER: 2 97,059 4 92,100 % SING. UNIT INSTITUTION 3 82,400 % 5 85,200 % CHIEF EXEC. OFFICER	AVERAGE ALL	209.632	RANK	SALARY	2 .	-
CHIEF EXECUTIVE OFFICER: 2 97,059 4 92,100 % SING. UNIT INSTITUTION 3 82,400 % 5 85,200 % CHIEF EXEC. OFFICER			. 1	143,500 ×	3 .	-
SING. UNIT INSTITUTION CHIEF EXEC. OFFICER AVERAGE "M" 112,950 RANK SALARY 1 260,709 * AVERAGE ALL 107,653 2 207,700 * FINANCIAL ADMINISTRATOR: 4 185,400 * ASSOC. VP FOR BUSINESS FINANCIAL ADMINISTRATOR: 5 174,408 * AFFAIRS/BUSINESS HGR. INTERNAL AUDITOR 6 167,270 7 160,008 RANK SALARY 8 150,000 1 1 140,000 * RANK SALARY 9 145,000 * 2 105,240 1 93,750 * 11 126,000 * 3 74,355 * 12 115,000 * 4 85,000 * 3 74,355 * 12 115,000 * 5 80,628 4 69,330 * 5 66,518 * AVERAGE "M" 104,859 6 6 65,508 * AVERAGE "M" 104,859 6 6 65,508 * AVERAGE "M" 104,859 8 6 63,001 * 9 55,176 FINANCIAL ADMINISTRATOR: FINANCIAL ADMINISTRATOR: 10 52,000 * CHIEF FINANCIAL ADMINISTRATOR: 11 151,144 OFFICER RESOURCES 12 48,495 * 13 49,250 * AVERAGE "M" 135,798 * 12 12,5881 * 1 135,798 * 12 12,5881 * 1 135,798 * 12 12,930 * 4 9,350 * 4 91,362 * AVERAGE "M" 65,155 RANK SALARY RANK SALARY 14 47,400 * 1 1215,881 * 1 135,798 * 12 120,000 * AVERAGE "M" 65,155 RANK SALARY RANK SALARY 14 47,400 * 41,355,200 * 4 91,362 * AVERAGE "M" 65,155 RANK SALARY RANK SALARY 14 47,400 * 41,355,200 * 4 91,362 * AVERAGE "M" 65,155 13 149,350 * 3 109,600 * AVERAGE ALL 63,354 6 121,921 6 83,280 7 120,000 * 7 82,560 8 117,400 * 8 76,000 * 9 73,7794 *	CHIEF EXECUT	IVE OFFICER:	2	=	4	
CHIEF EXEC. OFFICER AVERAGE "** 112,950 RANK SALARY 1 260,709 * AVERAGE ALL 107,653 2 207,700 * AVERAGE ALL 107,653 3 195,000 * FINANCIAL ADMINISTRATOR: 4 185,400 * ASSOC. VP FOR BUSINESS FINANCIAL ADMINISTRATOR: 5 174,408 * AFFAIRS/BUSINESS HGR. INTERNAL AUDITOR 6 167,270 7 160,008 RANK SALARY 8 150,000 1 1 140,000 * RANK SALARY 9 145,000 * 2 105,240 1 93,750 * 10 144,708 * 3 89,578 * 2 88,100 * 11 126,000 * 3 74,355 * 12 115,000 * 5 80,628 4 69,330 * 4 69,330 * 4 85,000 * 3 74,355 * 12 115,000 * 5 80,628 4 69,330 * 6 65,508 * 3 AVERAGE "** 172,658 AVERAGE "** 104,859 6 6 65,508 * 3 AVERAGE ALL 169,267 AVERAGE ALL 100,089 8 6 3,001 * 9 55,176 FINANCIAL ADMINISTRATOR: FINANCIAL ADMINISTRATOR: 10 52,000 * CHIEF FINANCIAL ADMINISTRATOR: RESOURCES 12 48,495 * 13 48,250 * RANK SALARY 1 1 135,798 * 12 155,881 * 1 135,798 * 12 157,752 * 2 120,000 * AVERAGE "** 65,155 RANK SALARY RANK SALARY 14 47,400 * 1 135,798 * 1 1 1 135,798 * 1 1 1 135,798 * 1 1 135,798 * 1 1 1 135,798 * 1 1 1 135,798 * 1 1 1 135,798 * 1 1 1 135,798 * 1 1 1 135,798 * 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		•		=	5	-
RANK SALARY 1 260,709 * AVERAGE "N" 112,950 2 207,700 * AVERAGE ALL 107,653 3 195,000 * FINANCIAL ADMINISTRATOR: 4 185,400 * ASSOC. VP FOR BUSINESS FINANCIAL ADMINISTRATOR: 5 174,408 * AFFAIRS/BUSINESS MGR. INTERNAL AUDITOR 6 167,270 7 160,008 RANK SALARY 8 150,000 1 140,000 * RANK SALARY 9 145,000 * 2 105,240 1 93,750 * 2 88,100 * 11 126,000 * 3 74,355 * 12 115,000 * 5 80,628 4 69,330 * 12 115,000 * 5 80,628 4 69,333 * 4048 CH "N" 172,658 AVERAGE "N" 104,859 6 6 65,508 * 4048 CH CHEF FINANCIAL ADMINISTRATOR: 10 52,000 * CHIEF FINANCIAL ADMINISTRATOR: FINANCIAL ADMINISTRATOR: 10 52,000 * CHIEF FINANCIAL ADMINISTRATOR: 11 151,144 OFFICER RESOURCES 12 46,495 * 13 48,250 * RANK SALARY 14 47,400 * 1 215,881 * 1 135,798 * 2 120,000 * AVERAGE "N" 65,155 * 3 149,350 * 3 109,600 * 4 135,200 * 4 91,362 AVERAGE ALL 63,354 * 6 121,921 6 83,280 7 130,000 * 7 82,560 8 117,400 * 8 76,000 * 9 110,928 9 73,794 * *			-	•	6	=
RANK SALARY 1 260,709 * AVERAGE ALL 107,653 2 207,700 * AVERAGE ALL 107,653 2 207,700 * AVERAGE ALL 107,653 3 195,000 * FINANCIAL ADMINISTRATOR: 4 185,400 * ASSOC. VP FOR BUSINESS FINANCIAL ADMINISTRATOR: 5 174,408 * AFFAIRS/BUSINESS HGR. INTERNAL AUDITOR 6 167,270 7 160,008 RANK SALARY 8 150,000 1 140,000 * RANK SALARY 9 145,000 * 2 105,240 1 93,750 * 10 144,708 * 3 89,578 * 2 88,100 * 11 126,000 * 3 74,355 * 12 115,000 * 5 80,628 4 6 69,330 * 12 115,000 * 5 80,628 4 6 69,330 * 4 4 85,000 * 3 74,355 * 12 115,000 * 5 80,628 4 6 69,330 * 66,518 * AVERAGE "*" 172,658 AVERAGE "*" 104,859 6 6 65,508 * 7 63,933 AVERAGE ALL 169,267 AVERAGE ALL 100,089 8 63,001 * 7 63,933 AVERAGE ALL 169,267 AVERAGE ALL 100,089 8 63,001 * 7 63,933 AVERAGE ALL 169,267 AVERAGE ALL 100,089 8 63,001 * 11 51,144 AVERAGE FINANCIAL ADMINISTRATOR: 10 52,000 * CHIEF FINANCIAL ADMINISTRATOR: 10 52,000 * CHIEF FINANCIAL ADMINISTRATOR: 10 52,000 * 13 49,250 * 13 49,350 * 3 109,600 * 13 49,350 * 3 109,600 * AVERAGE "*" 65,155 AVERAGE ALL 135,200 * 4 91,362 AVERAGE ALL 63,354 AVERAGE "*" 65,155 AVERAGE ALL 131,200 * 4 91,362 AVERAGE ALL 63,354 AVERAGE "*" 65,155 AVERAGE ALL 131,200 * 4 91,362 AVERAGE ALL 63,354 AVERAGE "*" 65,155 AVERAGE ALL 131,400 * 8 76,000 * 120,000 * 1			AVERAGE "*"	112,950		-
1	RANK	SALARY		•	AVERAGE "*"	97,497
2 207,700 *		260,709 ×	AVERAGE ALL	107,653		
3		="			AVERAGE ALL	96,748
## 185,400 * ASSOC. VP FOR BUSINESS FINANCIAL ADMINISTRATOR: 5 174,408 * AFFAIRS/BUSINESS MGR.	3	-	FINANCIAL AD	MINISTRATOR:		-
6 167,270 7 160,008 RANK SALARY 8 150,000 1 140,000 * RANK SALARY 9 145,000 * 2 105,240 1 93,750 * 10 144,708 * 3 89,578 * 2 88,100 * 11 126,000 * 4 85,000 * 3 74,355 * 12 115,000 * 5 80,628 4 69,330 * AVERAGE "M" 172,658 AVERAGE "M" 104,859 6 65,508 * AVERAGE "M" 172,658 AVERAGE ALL 100,089 8 63,001 * FINANCIAL ADMINISTRATOR: FINANCIAL ADMINISTRATOR: 10 52,000 * CHIEF FINANCIAL ADMINISTRATOR: RESOURCES 12 48,495 * RANK SALARY RANK SALARY 14 47,400 * 1 215,881 * 1 135,798 * 2 157,752 * 2 120,000 * AVERAGE "M" 65,155 3 149,350 * 3 109,600 * 4 135,200 * 4 91,362 AVERAGE ALL 63,354 5 130,600 * 5 88,400 * 6 121,921 6 83,280 7 120,000 * 7 82,560 8 117,400 * 8 76,000 * 9 110,928 9 73,794 *	. 4	-	ASSOC. VP	FOR BUSINESS	FINANCIAL AD	MINISTRATOR:
7 160,008 RANK SALARY 8 150,000 1 1 140,000 * RANK SALARY 9 145,000 * 2 105,240 1 93,750 * 10 144,708 * 3 89,578 * 2 88,100 * 11 126,000 * 4 85,000 * 3 74,355 * 12 115,000 * 5 80,628 4 69,330 * AVERAGE "*" 172,658 AVERAGE "*" 104,859 6 66,518 * AVERAGE ALL 169,267 AVERAGE ALL 100,089 8 63,001 * CHIEF FINANCIAL ADMINISTRATOR: FINANCIAL ADMINISTRATOR: 10 52,000 * CHIEF FINANCIAL ADMINISTRATOR: 11 51,144 OFFICER RESOURCES 12 48,495 * RANK SALARY RANK SALARY 14 47,400 * 1 215,881 * 1 135,798 * 2 157,752 * 2 120,000 * AVERAGE "*" 65,155 3 149,350 * 4 91,362 AVERAGE ALL 63,354 5 130,600 * 5 88,400 * 6 121,921 6 83,280 7 120,000 * 7 82,560 8 117,400 * 8 76,000 * 9 110,928 9 73,794 *	· 5	174,408 *	AFFAIRS/BU	SINESS MGR.	INTERNAL A	UDITOR
8	6	167,270		•	•	
9 145,000 * 2 105,240 1 93,750 * 10 144,708 * 3 89,578 * 2 88,100 * 11 126,000 * 4 85,000 * 3 74,355 * 12 115,000 * 5 80,628 4 69,330 * AVERAGE "*" 172,658 AVERAGE "*" 104,859 6 65,508 * AVERAGE ALL 169,267 AVERAGE ALL 100,089 8 63,001 * CHIEF FINANCIAL ADMINISTRATOR: FINANCIAL ADMINISTRATOR: 10 52,000 * CHIEF FINANCIAL ASSOC. VP FOR HUMAN 11 51,144 OFFICER RESOURCES 12 48,495 * RANK SALARY RANK SALARY 14 47,400 * 1 215,881 * 1 135,798 * 2 157,752 * 2 120,000 * AVERAGE "*" 65,155 3 149,350 * 3 109,600 * 4 135,200 * 4 91,362 AVERAGE ALL 63,354 5 130,600 * 5 88,400 * 6 121,921 6 83,280 7 120,000 * 7 82,560 8 117,400 * 8 76,000 * 9 110,928 9 73,794 *	7	160,008	RANK	SALARY		
10	8	150,000	1	140,000 ×	RANK	SALARY
11 126,000 * 4 85,000 * 3 74,355 * 12 115,000 * 5 80,628 4 69,330 * AVERAGE "*" 172,658 AVERAGE "*" 104,859 6 65,508 * AVERAGE ALL 169,267 AVERAGE ALL 100,089 8 63,001 * CHIEF FINANCIAL ADMINISTRATOR: FINANCIAL ADMINISTRATOR: 10 52,000 * CHIEF FINANCIAL ASSOC. VP FOR HUMAN 11 51,144 OFFICER RESOURCES 12 48,495 * RANK SALARY RANK SALARY 14 47,400 * 1 215,881 * 1 135,798 * 2 157,752 * 2 120,000 * AVERAGE "*" 65,155 3 149,350 * 3 109,600 * 4 135,200 * 4 91,362 AVERAGE ALL 63,354 5 130,600 * 5 88,400 * 6 121,921 6 83,280 7 120,000 * 7 82,560 8 117,400 * 8 76,000 * 9 110,928 9 73,794 *	9	145,000 ×	2	105,240	1	93,750 ×
12	10	144,708 ×	3	89,578 ×	2	88,100 ×
AVERAGE "*" 172,658	11	126,000 ×	4	85,000 ×	3	74,355 ×
AVERAGE "*" 172,658	12	115,000 ×	5	80,628	4	69,330 ×
AVERAGE ALL 169,267 AVERAGE ALL 100,089 8 63,031 * AVERAGE ALL 169,267 AVERAGE ALL 100,089 8 63,001 * FINANCIAL ADMINISTRATOR: FINANCIAL ADMINISTRATOR: 10 52,000 * CHIEF FINANCIAL ASSOC. VP FOR HUMAN 11 51,144 OFFICER RESOURCES 12 48,495 * RANK SALARY RANK SALARY 14 47,400 * 1 215,881 * 1 135,798 * 2 157,752 * 2 120,000 * AVERAGE "*" 65,155 3 149,350 * 3 109,600 * 4 135,200 * 4 91,362 AVERAGE ALL 63,354 5 130,600 * 5 88,400 * 6 121,921 6 83,280 7 120,000 * 7 82,560 8 117,400 * 8 76,000 * 9 110,928 9 73,794 *		•			5	66,518 ×
AVERAGE ALL 169,267 AVERAGE ALL 100,089 8 63,001 * FINANCIAL ADMINISTRATOR: FINANCIAL ADMINISTRATOR: 10 52,000 * CHIEF FINANCIAL ASSOC. VP FOR HUMAN 11 51,144 OFFICER RESOURCES 12 48,495 * RANK SALARY RANK SALARY 14 47,400 * 1 215,881 * 1 135,798 * 2 157,752 * 2 120,000 * AVERAGE "*" 65,155 3 149,350 * 3 109,600 * 4 135,200 * 4 91,362 AVERAGE "*" 65,155 5 130,600 * 5 88,400 * 6 121,921 6 83,280 7 120,000 * 7 82,560 8 117,400 * 8 76,000 * 9 110,928 9 73,794 *	AVERAGE "*"	172,658	AVERAGE "*"	104,859	6	65,508 ×
FINANCIAL ADMINISTRATOR: FINANCIAL ADMINISTRATOR: 10 52,000 * CHIEF FINANCIAL ASSOC. VP FOR HUMAN 11 51,144 OFFICER RESOURCES 12 48,495 * RANK SALARY RANK SALARY 14 47,400 * 1 215,881 * 1 135,798 * 2 157,752 * 2 120,000 * AVERAGE "*" 65,155 3 149,350 * 3 109,600 * 4 135,200 * 4 91,362 AVERAGE ALL 63,354 5 130,600 * 5 88,400 * 6 121,921 6 83,280 7 120,000 * 7 82,560 8 117,400 * 8 76,000 * 9 110,928 9 73,794 *					7	63,933
FINANCIAL ADMINISTRATOR: FINANCIAL ADMINISTRATOR: 10 52,000 * CHIEF FINANCIAL ASSOC. VP FOR HUMAN 11 51,144 OFFICER RESOURCES 12 48,495 * RANK SALARY RANK SALARY 14 47,400 * 1 215,881 * 1 135,798 * 2 157,752 * 2 120,000 * AVERAGE "*" 65,155 3 149,350 * 3 109,600 * 4 135,200 * 4 91,362 AVERAGE ALL 63,354 5 130,600 * 5 88,400 * 6 121,921 6 83,280 7 120,000 * 7 82,560 8 117,400 * 8 76,000 * 9 110,928 9 73,794 *	AVERAGE ALL	169,267	· AVERAGE ALL	100,089	8	63,001 ×
CHIEF FINANCIAL OFFICER RESOURCES 12 48,495 * 13 48,250 * RANK SALARY RANK SALARY RANK SALARY 14 47,400 * 1 215,881 * 1 135,798 * 2 157,752 * 2 120,000 * AVERAGE "*" 65,155 3 149,350 * 3 109,600 * 4 135,200 * 4 91,362 AVERAGE ALL 63,354 5 130,600 * 5 88,400 * 6 121,921 6 83,280 7 120,000 * 7 82,560 8 117,400 * 8 76,000 * 9 110,928 9 73,794 *					9 .	55,176
OFFICER RESOURCES 12 48,495 * 13 48,250 * RANK SALARY RANK SALARY 14 47,400 * 1 215,881 * 1 135,798 * 2 157,752 * 2 120,000 * AVERAGE "*" 65,155 3 149,350 * 3 109,600 * 4 135,200 * 4 91,362 AVERAGE ALL 63,354 5 130,600 * 5 88,400 * 6 121,921 6 83,280 7 120,000 * 7 82,560 8 117,400 * 8 76,000 * 9 110,928 9 73,794 *	FINANCIAL AD	MINISTRATOR:	FINANCIAL AD	MINISTRATOR:	10	52,000 ×
RANK SALARY RANK SALARY 14 47,400 * 1 215,881 * 1 135,798 * 2 157,752 * 2 120,000 * AVERAGE *** 65,155 3 149,350 * 3 109,600 * 4 135,200 * 4 91,362 AVERAGE ALL 63,354 5 130,600 * 5 88,400 * 6 121,921 6 83,280 7 120,000 * 7 82,560 8 117,400 * 8 76,000 * 9 110,928 9 73,794 *	CHIEF FINA	NCIAL	ASSOC. VP	FOR HUMAN	11	51,144
RANK SALARY RANK SALARY 14 47,400 * 1 215,881 * 1 135,798 * 2 157,752 * 2 120,000 * AVERAGE "*" 65,155 3 149,350 * 3 109,600 * 4 135,200 * 4 91,362 AVERAGE ALL 63,354 5 130,600 * 5 88,400 * 6 121,921 6 83,280 7 120,000 * 7 82,560 8 117,400 * 8 76,000 * 9 110,928 9 73,794 *	OFFICER		RESOURCES		12	48,495 ×
1 215,881 * 1 135,798 * 2 157,752 * 2 120,000 * AVERAGE "*" 65,155 3 149,350 * 3 109,600 * 4 135,200 * 4 91,362 AVERAGE ALL 63,354 5 130,600 * 5 88,400 * 6 121,921 6 83,280 7 120,000 * 7 82,560 8 117,400 * 8 76,000 * 9 110,928 9 73,794 *					13	48,250 ×
2 157,752 × 2 120,000 × AVERAGE "*" 65,155 3 149,350 × 3 109,600 × 4 135,200 × 4 91,362 AVERAGE ALL 63,354 5 130,600 × 5 88,400 × 6 121,921 6 83,280 7 120,000 × 7 82,560 8 117,400 × 8 76,000 × 9 110,928 9 73,794 ×	RANK	SALARY	RANK	SALARY	14	47,400 ×
3 149,350 × 3 109,600 × 4 91,362 AVERAGE ALL 63,354 5 130,600 × 5 88,400 × 6 121,921 6 83,280 7 120,000 × 7 82,560 8 117,400 × 8 76,000 × 9 110,928 9 73,794 ×	1	215,881 *	1	135,798 ×	•	
4 135,200 * 4 91,362 AVERAGE ALL 63,354 5 130,600 * 5 88,400 * 6 121,921 6 83,280 7 120,000 * 7 82,560 8 117,400 * 8 76,000 * 9 110,928 9 73,794 *	2	157,752 *	2	120,000 ×	AVERAGE "*"	65,155
5 130,600 × 5 88,400 × 6 121,921 6 83,280 7 120,000 × 7 82,560 8 117,400 × 8 76,000 × 9 110,928 9 73,794 ×	3	•	3	•		
6 121,921 6 83,280 7 120,000 × 7 82,560 8 117,400 × 8 76,000 × 9 110,928 9 73,794 ×	4	135,200 ×			AVERAGE ALL	63,354
7 120,000 × 7 82,560 8 117,400 × 8 76,000 × 9 110,928 9 73,794 ×	5	130,600 ×				
8 117,400 * 8 76,000 * 9 110,928 9 73,794 *	6	-	6			
9 110,928 9 73,794 *		_	-			
	_	-		=		
10 110,844 10 50,470 *		-	-	-		
	10	110,844	10	50,470 ¥		

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1996-97



FINANCIAL ADMINISTRATOR: DIRECTOR OF ACCOUNTING			RANK SALARY		RANK SALARY (CONTINUED)	
CONTROLLER			112110207	100.	., 2,,,,,,,	
CONTROLLER		AVERAGE "*"	46,755	AVERAGE "*"	69,299	
RANK	SALARY				-	
1	139,600 ×	AVERAGE ALL	46,755	AVERAGE ALL	68,125	
2	102,482 ×					
3	92,748 ×	FINANCIAL AD	INISTRATOR:	FINANCIAL AD	MINISTRATOR:	
4	92,700 ×	TREASURER (DR BURSAR	DIRECTOR OF	F BENEFITS	
5	81,492					
6	81,200 ×					
7	80,500 ×	RANK	SALARY	RANK	SALARY	
8	78,170 ×	1	78,484 ×	1	74,435 ×	
9	74,230 ×	2	77,724	2	73,542 ×	
10	70,560	3	72,312 ×	3	68,600 ×	
11	65,417 ×	4	68,557 ×	4	65,655 ×	
12	64,000 ×	5 ·	62,000 ×	5	51,124 *	
13	59,900 ×	6	60,669 ×	6	50,004 ×	
14	48,118	7	59,700 ×	7	50,000 ×	
		8	56,418	8	44,148	
AVERAGE "*"	84,632	9	54,684	9	41,496 *	
	•	10	52,515 *	10	40,420 *	
AVERAGE ALL	80,794	11	11,152 *	11	39,984 ×	
FINANCIAL AD BUDGET DIR		AVERAGE "*"	58,174	AVERAGE "*"	55,526	
		AVERAGE ALL	59,474	AVERAGE ALL	54,492	
RANK	SALARY	FINANCIAL AD	MINISTRATOR:	FINANCIAL AD	MINISTRATOR:	
1	91,700 ×	DIRECTOR O	F PURCHASING	DIRECTOR O	F PERSONNEL	
2	73,522 ×					
3	69,204					
4	68,772 ×	RANK	SALARY	RANK	SALARY	
5	64,000 ×	1	121,800 ×	1	171,696 ×	
6	62,000 ×	2	77,775 ×	2	144,500 ×	
7	60,300 ×	3	77,500 ×	3	100,666 ×	
8	60,000 ≭	4	74,000 ×	4	92,330 ×	
9	55,620 ×	5	71,750	5	89,578 ×	
		6	67,529 ×	6	85,000 ×	
AVERAGE "*"	66,989	7	67,477 ×	7	78,540 ×	
		8	66,550 ×	8	73,495 ×	
AVERAGE ALL	67,235	9	65,760	9	68,600 ×	
		10	65,004 ×	10	67,689 ×	
FINANCIAL AD	MINISTRATOR:	11	65,000 ×			
DIRECTOR O	F RESEARCH	12	59,436 ×	AVERAGE "*"	97,209	
ACCOUNTING	}	13	56,016 *			
		14	53,600 ×	AVERAGE ALL	97,209	
RANK	SALARY	15	51,600			
1	51,396 ×	16	49,200 ×			
2	44,939 ×					
3	43,930 ×					

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.





FINANCIAL ADMINISTRATOR:		RANK SALARY		RANK SALARY	
DIRECTOR	OF PAYROLL	3	107,496 ×	6	65,804 ×
		4 .	105,576 ×	7 .	65,200 ×
		5	103,317 *	8	62,708 ×
RANK	SALARY	6	95,155 ×	9	61,800 ×
1	91,800 ×	7	85,690 ×	10	57,915 ×
2	71,400 ×	8	85,200 ×	11	56,424
3	63,527 ×	9	83,768 ×	12	50,628
4	63,465	10	83,320 ×	13	39,499 ×
5	54,750 ×	11	83,160		
6	50,486 ×	12	79,320	AVERAGE "*"	70,810
7	50,004 ×	13	67,698 ×		
8	49,572	14	66,415 ×	AVERAGE ALL	68,151
9	49,488				
10	45,350 ×	·AVERAGE "*"	93,803	ACADEMIC ADM	INISTRATORS:
11	44,000 ×			CHIEF ACAD	EMIC OFFICER
12	41,279 ×	AVERAGE ALL	92,008		•
13	38,586 ×				
14	35,027 ×	FINANCIAL A	DMINISTRATOR:	RANK	SALARY
		DIRECTOR (OF PUBLIC	1	216,674 *
AVERAGE "*	" 53,292	SAFETY		2	186,936 ×
				3	180,250 ×
AVERAGE AL	L 53,481	RANK	SALARY	4	170,100 ×
		1	99,500 ×	5	149,350 ×
FINANCIAL	ADMINISTRATOR:	2	85,700 ×	6	146,550 ×
DIRECTOR	OF FACILITIES	3	84,221 *	7	145,000 ×
PLANNING		4	83,554 ×	8	144,200 ×
		5	75,120	9 .	143,823 *
RANK	SALARY	6	74,700 ×	10	141,300 ×
1	128,232 ×	7	68,448 ×	11	132,500 ×
2	100,664 ×	8	67,378	12	125,688
3	90,414	9	66,932 ×	13	125,340
4	79,640 ×	10	65,402 ×	14	121,637 ×
5	72,205 ×	11	64,380 ×	15	120,864
6	70,175 ×	12	57,084	16	113,375 ×
7	61,240 ×	13	56,496 ×		
8	60,410 ×	14	54,480 ×	AVERAGE "*"	153,207
9	57,086 ×				
10	56,063 ×	AVERAGE "*"	73,074	AVERAGE ALL	147,724
11	55,584				
		AVERAGE ALL	71,671	ACADEMIC ADM	INISTRATORS:
AVERAGE "*	" 76,191			INTERNATIO	NAL EDUCATION
		FINANCIAL A	DMINISTRATOR:	ADMINISTRA	TOR
AVERAGE AL	L 75,610	DIRECTOR	OF MEALTH &		
		ENVIRONME	NTAL SAFETY	RANK	SALARY
FINANCIAL	ADMINISTRATOR:			1	85,572
DIRECTOR	OF PHYSICAL	RANK	SALARY	2	82,584
PLANT		1	97,503 ×	3	82,400 ×
		2	90,000 ×	4	75,000 ×
RANK	SALARY	3	82,020 ×	5	68,800
1	132,100 ×	4	80,515 ×	6	68,400 ×
2	109,900 ×	5	75,941 ×	7	49,248 ×

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ACADEMIC ADM	INISTRATORS:	ACADEMIC ADMI	INISTRATORS:	RANK S.	ALARY.
INTERNATIO	NAL EDUCATION	MUSEUM DIRE	CTOR	8	73,840 ×
ADMINISTRA	TOR			9	72,825 ×
				10	68,181 ×
(CO	NTINUED)	RANK	SALARY	11	64,695
		1	73,788 ×	12	64,130 ×
AVERAGE "*"	68 <u>,</u> 762	2	71,000 ×	13	63,151 ×
•		3	67,860 ×	14	61,032
AVERAGE ALL	73,143	4	59,500		
		5	43,716	AVERAGE "*"	77,821
ACADEMIC ADM	INISTRATORS:				
DEAN/DIREC	TOR OF	AVERAGE "*"	70,883	AVERAGE ALL	75,411
ENROLLMENT	MANAGEMENT				
		AVERAGE ALL	63,173	ACADEMIC DEA	NS:
RANK	SALARY			AGRICULTUR	E .
1	104,500 ×	ACADEMIC ADM	INISTRATORS:		
2	92,560 ×	DIRECTOR OF	F INSTITUTIONAL		
3	91,773 ×	RESEARCH		RANK	SALARY
4	68,500 ×			1	155,800 ×
		RANK	SALARY	2	143,000 ×
AVERAGE "*"	89,333	1	96,246 ×	3	125,100 ×
		2	92,949 ×	4	99,276 ×
AVERAGE ALL	89,333	3	92,080 ×		
	•	4	88,346 ×	AVERAGE "*"	130,794
ACADEMIC ADM	INISTRATORS:	5	84,552		
DIRECTOR O	F LIBRARIES	6	80,063 ×	AVERAGE ALL	130,794
		7	78,926 ×		
	•	8	72,700 ×	ACADEMIC DEA	INS:
RANK	SALARY	9	71,651 ×	ARCHITECUR	RE/ENVIRONMENTAL
1	148,500 ×	10	71,200 ×	DESIGN	
2	132,200 ×	11	68,800	•	
3 .	122,111 *	12	67,980 ×	RANK .	SALARY
4	119,700 ×	13	65,000 ×	1	138,576 ×
5	118,450 ×	14	64,944	2	123,650 *
6	113,935 *	15	60,500 ×	3	120,363 *
7	106,800 ×			4	108,800 *
8	106,416 *	AVERAGE "*"	78,137	5	100,225
9	105,756		•	6	99,100 ×
10	105,155 ×	AVERAGE ALL	77,062		
. 11	99,550 ×		•	AVERAGE. "*"	118,098
12	96,747	ACADEMIC ADM	INISTRATORS:		
13	95,050 ×	REGISTRAR		AVERAGE ALL	115,119
14	86,600 ×				
15	83,653 ×			ACADEMIC DEA	ANS:
16	77,388	RANK	SALARY	ARTS AND S	
	,	1	102,400 ×		,
AVERAGE "*"	110,625	2	92,000 ×		
ATENAGE A	***,023	3	85,920 ×	RANK	SALARY
AVERAGE ALL	107,376	4	82,300 ×	1	199,000 ×
ATTRACT ALL		5	77,108 ×	2	142,000 ×
		6	74,172 ×	3	134,619 ×
		7	74,172 × 74,004	4	126,379 ×
		′	, 7,007	₹	

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ACADEMIC DEA	NS:	RANK S	ALARY	RA	NK :	SALARY
ARTS AND S		4	97,000 ×			NTINUED)
		5	95,127 ×			
		6 [.]	90,800	AV	ERAGE "*"	154,059
RANK	SALARY	7	85,000 ×			,
(CONTINUE				AV	ERAGE ALL	152,086
5	121,956 ×	AVERAGE "*"	100,622			
6	120,000 ×		•	AC	ADEMIC DEA	NS:
7	114,936	AVERAGE ALL	99,219		FINE ARTS	
8	113,600 ×		-			
9	110,000 ×	ACADEMIC DEA	NS:		•	
10	109,000 ×	EDUCATION		R	ANK	SALARY
11	108,321				1	130,632 ×
12	105,636				2	120,000 ×
	•	RANK	SALARY		3	111,200 *
AVERAGE "*"	130,728	1	141,100 *		4	108,350 ×
	·	2	139,632 *		5	108,000 ×
AVERAGE ALL	125,454	3	124,667 *		6	104,800 ×
	,	4	122,366 *		7	104,640
ACADEMIC DEA	NS:	5	120,500 *	•	8	102,430 ×
BUSINESS/I		6	117,500 *		9	99,324
MANAGEMENT		7	115,100 *		.0	95,748
		8	113,350 *	_		,,
RANK	SALARY	9	108,000 *	AV	ERAGE "*"	112,202
1	192,300 ×	10	107,200 *		- CRACE	111,101
2	184,000 ×	11	106,882 *	AV	ERAGE ALL	108,512
3	180,180 *	12	100,008		TIMOL MEL	100,511
4	172,700 ×	13	99,996		ADEMIC DEA	NS:
5	172,200 ×	14	99,816 ×		GRADUATE	
6	149,098 *	15	94,768		OKADOATE	
7	136,500 ×		,,,,,,	•		•
8	130,000 ×	AVERAGE "*"	118,009	P	MANK	SALARY
9	129,400 ×	AVERAGE "	110,000		1	172,000 ×
10	128,750 ×	AVERAGE ALL	114,059		2	153,500 *
11	128,100 *	. AVENAGE ALL	224,037		3	149,050 *
12	118,416	ACADEMIC DEA	NC ·		4	140,004 *
13	117,529 ×	ENGINEERIN			5	137,600 ×
14	116,945	LIIOZINEEKZIN			6	105,876 *
15	106,536				7	104,500 *
	200,200	RANK	SALARY		8	103,900 *
AVERAGE "*"	151,730	1	206,100 ×		9	102,312
ATERAGE -	131,730	2	186,000 ×		.0	95,388
AVERAGE ALL	144,177	3	177,820 ×		.1	90,937 ×
AVERAGE ALL	144,177	4	177,812 ×		.2	80,834 ×
ACADEMIC DEA	Ne.	5	154,149 *	•	.2	00,034 ×
	EDUCATION	6	152,400 *	A.V.	EDACE WEN	127 920
CONTINUING	EDUCATION			AV	ERAGE "*"	123,820
		7	139,050 * 132,348		EDACE 411	110 /50
DANV	CALABY	8			ERAGE ALL	119,658
RANK	SALARY	9	124,212 *			
1	116,600 *	10	120,000 *			
2	109,000 ×	11	105,050 ×			
3	101,004 ×					

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* = NASULGC

TABLE II (CONTINUED) CHICAGO REGION

2 114,000 % 3 77,280 % AVERAGE ALL 116,525 % 95,600 % 3 75,850 % ACADEMIC DEAMS: AVERAGE """ 109,048 ACADEMIC DEAMS: AVERAGE ALL 109,048 ACADEMIC DEAMS: AVERAGE ALL 109,048 ACADEMIC DEAMS: AVERAGE ALL 109,048 ACADEMIC DEAMS: JOURNALISH/COMMUNICATIONS 1 155,500 % DENTISTRY 2 145,600 % DENTISTRY 3 98,280 % DENTISTRY 1 150,000 % AVERAGE """ 120,645 1 149,000 % 2 138,206 % 4 93,912 % AVERAGE ALL 120,645 5 144,591 % 5 99,000 % ACADEMIC DEAMS: SCIENCE AVERAGE """ 106,642 AVERAGE ALL 120,645 AVERAGE """ 140,598 AVERAGE """ 140,598 AVERAGE """ 140,598 AVERAGE """ 120,645 AVERAGE """ 140,598 AVERAGE """ 120,598 AVERAGE	ACADEMIC DEA	NS:	RANK S	ALARY	ACADEMIC DEAL	NS:
RANK SALARY 4 77,200	HOME ECONO	MICS	2	107,100 ×	UNIVERSITY	COLLEGE/
RANK SALARY 1 155,865 AVERAGE "" 116,525 1 105,550 2 114,000 3 77,280 AVERAGE ALL 116,525 3 95,800 3 77,280 AVERAGE ALL 116,525 3 95,800 3 95,800 3 95,800 4 56,000 4 56			3	101,500 ×	GENERAL CO	LLEGE
1 135,665 # AVERAGE "H" 116,525 1 105,550 M 2 114,000 M 3 77,200 M AVERAGE ALL 116,525 3 95,800 M 3 77,200 M AVERAGE ALL 116,525 3 95,850 M 4 56,000 M AVERAGE "H" 109,048 ACADEMIC DEAMS: MUSIC AVERAGE ML 87,600 AVERAGE ALL 109,048 ACADEMIC DEAMS: JOURNALISH/COMMUNICATIONS 1 155,500 M MEDICAL DEAMS: JOURNALISH/COMMUNICATIONS 1 155,500 M AVERAGE "H" 120,645 1 149,000 M EA AVERAGE "H" 120,645 1 149,000 M EA AVERAGE "H" 140,598 AVERAGE "H" 106,642 AVERAGE ALL 120,645 3 134,591 M MEDICAL DEAMS: AVERAGE "H" 106,642 AVERAGE ALL 120,645 M MEDICAL DEAMS: LAN JOURNALISH/COMMUNICATION MARK SALARY MEDICAL DEAMS: AVERAGE "H" 128,257 1 1 125,000 M AVERAGE "H" 128,257 3 114,665 M AVERAGE "H" 157,195 M SOCIAL WORK AVERAGE "H" 128,257 3 114,665 M MEDICAL DEAMS: AVERAGE "H" 157,495 M SOCIAL WORK 5 155,000 M ACADEMIC DEAMS: 5 104,148 MEDICAL DEAMS: AVERAGE "H" 157,474 2 115,166 M MEDICAL DEAMS: AVERAGE "H" 157,474 4 99,900 M MEDICAL DEAMS: AVERAGE "H" 157,474 4 99,900 M MEDICAL DEAMS: LIBRARY SCIENCE AVERAGE MUNICATION MARK SALARY AVERAGE "H" 157,474 4 99,900 M MEDICAL DEAMS: LIBRARY SCIENCE AVERAGE "H" 114,313 1 294,370 M MARK SALARY AVERAGE MUNICATION MARK SALARY LIBRARY SCIENCE AVERAGE MUNICATION MARK SALARY 1 161,600 M AVERAGE M			. 4	77,200 ×		
2 114,000 % 3 77,280 % AVERAGE ALL 116,525 \$ 95,000 % 3 77,280 % AVERAGE ALL 116,525 \$ 95,600 % 4 56,000 % AVERAGE """ 109,048 ACADEMIC DEANS: AVERAGE ALL 109,048 ACADEMIC DEANS: AVERAGE ALL 109,048 ACADEMIC DEANS: JOURNALISH/COMMUNICATIONS 1 155,500 % DENTISTRY 2 145,800 % DENTISTRY 3 99,280 % DENTISTRY 1 130,000 % AVERAGE """ 120,645 1 149,000 % 2 136,206 % 3 108,600 % 4 95,912 % AVERAGE ALL 120,645 3 134,591 % 5 99,000 % 6 80,700 % ACADEMIC DEANS: AVERAGE ALL 103,869 RANK SALARY HEDICAL DEANS: LAW 3 100,572 % AVERAGE ALL 120,572 % RANK SALARY HEDICAL DEANS: LAW 3 100,572 % RANK SALARY HEDICAL DEANS: LAW 157,195 % SOCIAL MORK 5 153,000 % ACADEMIC DEANS: 5 104,148 % 105,100 % 105,1	RANK	SALARY			RANK	SALARY
AVERAGE """ 109,048 ACADEMIC DEANS: AVERAGE ALL 109,048 MUSIC AVERAGE """ 87,600 AVERAGE ALL 109,048 ACADEMIC DEANS: AVERAGE ALL 109,048 AVERAGE ALL 109,000 DENTISTRY ALL	1	135,865 ×	AVERAGE "*"	116,525	1	105,550 ×
AVERAGE "H" 109,048 ACADEMIC DEANS: MUSIC	2	114,000 ×			2	95,000 ×
AVERAGE "" 109,048 AVERAGE ALL 109,048 AVERAGE ALL 109,048 ACADEMIC DEANS: JOURNALISM/COMMUNICATIONS 1 155,500 * MEDICAL DEANS: 2 143,800 * DENTISTRY 3 98,280 * DENTISTRY 1 130,000 * AVERAGE "" 120,645 1 149,000 * 2 136,200 * 3 134,591 * 4 149,598 * 3 134,591 * 4 149,598 * 3 149,600 * 4 149,598 * 3 149,600 * 4 149,598 * 3 149,600 * 4 149,598 * 3 149,600 * 4 149,598 * 3 149,600 * 4 149,598 * 3 149,600 * 4 149,598 * 3 149,600 * 4 149,598 * 3 149,600 * 4 149,598 * 3 149,591 * 4 149,598 * 3 149,600 * 4 149,598 * 3 149,591 * 4 149,591 *	3	77,280 ×	AVERAGE ALL	116,525	3	93,850 ×
AVERAGE ALL 109,048 AVERAGE ALL 155,500 M MEDICAL DEAMS: 2 143,800 M DENTISTRY 3 98,280 M MEDICAL DEAMS: 2 120,000 M AVERAGE "M" 120,645 M AVERAGE 1 149,000 M AVERAGE ALL 120,645 M AVERAGE MM 1 149,000 M AVERAGE ALL 120,645 M AVERAGE "M" 140,598 AVERAGE "M" 106,642 AVERAGE ALL 120,645 M AVERAGE "M" 140,598 AVERAGE "M" 106,642 AVERAGE ALL 120,645 M AVERAGE "M" 140,598 AVERAGE ALL 103,869 RANK SALARY MEDICAL DEAMS: LAW STANDARD MARK SALARY MEDICAL DEAMS: LAW STANDARD MARK SALARY MEDICAL DEAMS: LAW AVERAGE "M" 128,257 M 1 125,000 M PROFESSIONAL AVERAGE "M" 128,257 M 1 125,000 M AVERAGE "M" 128,257 M 1 125,000 M MAVERAGE MM 1 181,824 M AVERAGE ALL 128,257 M 1 125,000 M M 157,195 M SOCIAL MORK AVERAGE "M" 157,195 M SOCIAL MORK 5 153,000 M ACADEMIC DEAMS: 6 149,250 M AVERAGE ALL 128,257 M MEDICAL DEAMS: AVERAGE "M" 134,550 M RANK SALARY AVERAGE MM 115,791 AVERAGE "M" 157,474 M 98,900 M 5 M 115,164 M MEDICAL DEAMS: LIBRARY SCIENCE AVERAGE "M" 114,313 M AVERAGE ALL 113,791 AVERAGE ALL 157,474 M 98,900 M 5 M 115,160 M MEDICAL DEAMS: LIBRARY SCIENCE AVERAGE "M" 114,313 M 294,370 2 250,796 AVERAGE ALL 114,313 M 3 188,100 AVERAGE ALL 114,313 M 3 18,100 AVERAGE ALL 114,313 M 3 188,100 AVERAGE ALL 114,313 M 3 18,000 AVERAGE MM 114,313 M 3 18,000 AVERAGE MM 114,313 M 30,000 AVERAGE MM 114,313 M 30,000 AVERAGE MM 114,313 M 30,000	•				4	56,000 ×
AVERAGE ALL 109,048 ACADEMIC DEANS: JOURNALISM/COMMUNICATIONS RANK SALARY JOURNALISM/COMMUNICATIONS 1 155,500	AVERAGE "X"	109,048	ACADEMIC DEA	NS:	•	
ACADEMIC DEAMS: JOURNALISH/COMMUNICATIONS RANK ACADEMIC DEAMS: 1 155,500			MUSIC		AVERAGE "*"	87,600
ACADEMIC DEANS: JOURNALISH/COMMUNICATIONS 1 153,500 # DENTISTRY 2 143,800 # DENTISTRY RANK SALARY 4 87,000 # 1 130,000 # RANK SALARY 2 120,000 # AVERAGE "M" 120,645 1 149,000 # 5 108,600 # AVERAGE ALL 120,645 3 134,591 # 5 90,000 6 80,700 # ACADEMIC DEANS: SCIENCE AVERAGE "M" 106,642 AVERAGE ALL 103,869 RANK SALARY HEDICAL DEANS: LAW 3 100,572 # RANK SALARY AVERAGE "M" 128,257 1 125,000 # AVERAGE "M" 128,257 1 125,000 # AVERAGE "M" 128,257 3 114,605 # 1 181,824 # AVERAGE ALL 120,257 3 114,605 # 2 167,000 # ACADEMIC DEANS: 5 105,100 # AVERAGE "M" 128,257 3 114,605 # 2 167,000 # AVERAGE "M" 128,257 3 114,605 # 3 159,500 # ACADEMIC DEANS: 5 105,100 # 4 157,195 # SOCIAL MORK 5 155,000 # ACADEMIC DEANS: 5 104,148 # 4 157,195 # SOCIAL MORK 5 155,000 # ACADEMIC DEANS: 5 104,148 # 4 157,474 4 98,900 # 5 96,000 # AVERAGE "M" 157,474 # 98,900 # 5 96,000 # AVERAGE "M" 114,513 1 294,570 AVERAGE ALL 114,513 1 294,570 AVERAGE "M" 114,515 3 188,100	AVERAGE ALL	109,048			AVEDACE ALL	87 400
DOURNALISH/COMMUNICATIONS 1 153,500 * DENTISTRY	ACADEMIC DEA	NS:	RANK	SALARY	AVERAGE ALL	07,000
RANK SALARY 4 87,000 * 149,000 * 159,000 * 109		· ·			MEDICAL DEAN	s:
RANK SALARY 4 87,000 # 1 130,000 # 2 120,000 # 3 108,600 # 4 4 87,000 # 1 149,000 # 3 108,600 # 2 138,204 # 4 93,912 # AVERAGE "H" 120,645 1 149,000 # 5 90,000 6 80,700 # ACADEHIC DEANS: AVERAGE ALL 140,598 SCIENCE		,,		-	DENTISTRY	
1 150,000				•		
1 130,000 # 2 120,000 # 2 120,000 # 2 120,000 # 2 120,000 # 2 136,204 # 2 136,204 # 3 108,600 # 2 138,204 # 3 134,591 # 5 90,000 # 3 134,591 # 140,598 # 5 90,000 # 3 134,591 # 140,598 # 5 90,000 # 5 90,000 # 6 80,700 # ACADEHIC DEANS: AVERAGE "H" 106,642 # AVERAGE ALL 103,869 # RANK SALARY # MEDICAL DEANS: 1 144,200 # HEALTH-RELATED PROFESSIONAL LAW # 3 100,572 # # RANK SALARY # 128,257 # 1 125,000 # 2 120,100 # 1 161,824 # AVERAGE "H" 128,257 # 3 114,605 # 1 161,824 # AVERAGE ALL 128,257 # 3 114,605 # 1 151,100 # 1 151,100 # 1 151,000 # 1	RANK	SALARY	4	87,000 ×		
2 120,000 % AVERAGE "M" 120,645 1 149,000 % 2 138,204 % 4 93,912 % AVERAGE ALL 120,645 3 134,591 % 5 90,000 6 80,700 % ACADEMIC DEANS: SCIENCE AVERAGE ALL 103,869 RANK SALARY MEDICAL DEANS: LAW 106,642 11 144,200 % HEALTH-RELATED PROFESSIONAL LAW 2 100,572 % RANK SALARY 2 120,100 % 2 120,100 % 2 120,100 % 3 159,500 % ACADEMIC DEANS: 5 104,146 % 4 157,195 % SOCIAL MORK 5 153,000 % ACADEMIC DEANS: 5 104,146 % AVERAGE ALL 157,474 2 115,100 % AVERAGE "M" 16,201 % AVERAGE "M" 157,474 2 115,100 % AVERAGE ALL 157,474 4 98,900 % 5 96,000 % ACADEMIC DEANS: LIBRARY SCIENCE AVERAGE "M" 114,313 1 294,370 % AVERAGE ALL 114,313 1 294,370 % AVERAGE ALL 114,313 1 294,370 % AVERAGE ALL 114,313 3 188,100 RANK SALARY				•	RANK	SALARY
3 108,600 # 4 93,912 * AVERAGE ALL 120,645 3 134,591 ** 5 90,000 6 80,700 * ACADEHIC DEANS: AVERAGE "H" 140,598 ** AVERAGE "H" 106,642 AVERAGE ALL 140,598 ** AVERAGE ALL 103,869 RANK SALARY MEDICAL DEANS: HEALTH-RELATED 1 144,200 * HEALTH-RELATED 1 125,000 ** AVERAGE THE 128,257 1 125,000 ** AVERAGE "HEALTH-RELATED 1 126,598		-	AVERAGE "*"	120,645	· 1	149,000 ×
4 93,912 × AVERAGE ALL 120,645 3 134,591 × 5 90,000 6 80,700 × ACADEMIC DEANS: AVERAGE "N" 140,598 SCIENCE AVERAGE "N" 106,642 AVERAGE ALL 140,598 AVERAGE ALL 103,869 RANK SALARY MEDICAL DEANS: 2 140,000 × PROFESSIONAL LAW 3 100,572 × RANK SALARY AVERAGE "N" 128,257 1 125,000 × 2 120,100 × 1 1 181,824 × AVERAGE ALL 128,257 3 114,605 × 2 167,000 × 3 159,500 × ACADEMIC DEANS: 5 104,148 × 3 100,572 × 1 105,100 × 3 159,500 × ACADEMIC DEANS: 5 104,148 × 3 104,488 × 3 114,605 × 5 153,000 × 6 149,250 × 7 134,550 × RANK SALARY AVERAGE ALL 151,000 × AVERAGE "N" 157,474 2 115,164 × MEDICAL DEANS: AVERAGE ALL 157,474 4 98,900 × 5 96,000 × ACADEMIC DEANS: RANK SALARY AVERAGE ALL 157,474 4 98,900 × 5 96,000 × ACADEMIC DEANS: LIBRARY SCIENCE AVERAGE "N" 114,313 1 294,370 × AVERAGE ALL 157,474 4 98,900 × 5 96,000 × ACADEMIC DEANS: RANK SALARY AVERAGE ALL 157,474 4 98,900 × 5 96,000 × ACADEMIC DEANS: RANK SALARY AVERAGE ALL 157,474 4 98,900 × 5 96,000 × ACADEMIC DEANS: RANK SALARY AVERAGE ALL 157,474 4 98,900 × 5 96,000 × ACADEMIC DEANS: RANK SALARY AVERAGE ALL 157,474 4 98,900 × 5 96,000 × ACADEMIC DEANS: RANK SALARY AVERAGE ALL 114,313 1 294,370 × 2 255,796 AVERAGE ALL 114,313 3 188,100 RANK SALARY		108,600 ×			2	138,204 ×
5 90,000 6 80,700 * ACADEMIC DEANS: AVERAGE "M" 140,598 SCIENCE AVERAGE "M" 106,642 AVERAGE ALL 103,869 AVERAGE ALL 103,869 AVERAGE ALL 103,869 AVERAGE ALL 103,869 AVERAGE ALL 103,000 * HEALTH-RELATED PROFESSIONAL LAM 3 100,572 ** AVERAGE "M" 128,257 1 125,000 * RANK SALARY AVERAGE "M" 128,257 3 114,605 * 2 167,000 * AVERAGE "M" 128,257 3 114,605 * 3 159,500 * ACADEMIC DEANS: 5 104,148 * 4 157,195 * SOCIAL WORK 5 153,000 * AVERAGE ALL 128,257 ** 7 134,550 ** RANK SALARY AVERAGE "M" 116,201 AVERAGE "M" 157,474 2 115,100 ** AVERAGE "M" 157,474 4 98,900 ** BAVERAGE ALL 157,474 4 98,900 ** AVERAGE ALL 157,474 4 98,900 ** BAVERAGE "M" 114,313 1 294,370 2 250,796 AVERAGE ALL 114,313 3 188,100 RANK SALARY AVERAGE ALL 114,313 3 188,100 RANK SALARY			AVERAGE ALL	120,645	3	134,591 *
AVERAGE "H" 106,642 RANK SALARY MEDICAL DEANS: LAW 106,642 RANK SALARY MEDICAL DEANS: LAW 3 100,572 ** AVERAGE "H" 128,257 RANK SALARY MEDICAL DEANS: LAW 3 100,572 ** AVERAGE "H" 128,257 1 125,000 ** AVERAGE "H" 128,257 1 125,000 ** AVERAGE "H" 128,257 3 114,605 ** 2 167,000 ** 3 159,500 ** 4 105,100 ** 5 153,000 ** 5 153,000 ** 6 149,250 ** 7 134,550 ** AVERAGE "H" 151,000 ** AVERAGE "H" 157,474 2 115,160 ** AVERAGE "H" 157,474 4 98,900 ** AVERAGE "H" 157,474 4 98,900 ** AVERAGE ALL 157,474 5 96,000 ** AVERAGE ALL 157,474 4 98,900 ** AVERAGE ALL 157,474 5 96,000 ** AVERAGE ALL 157,474 5 96,000 ** AVERAGE ALL 157,474 5 98,900 ** AVERAGE ALL 157,474 6 98,900 ** AV	-					
AVERAGE "M" 106,642 AVERAGE ALL 103,869 RANK SALARY 1 144,200 * HEALTH-RELATED ACADEMIC DEANS: 2 140,000 * PROFESSIONAL LAW 5 100,572 * RANK SALARY AVERAGE "M" 128,257 1 125,000 * 2 120,100 * 3 159,500 * ACADEMIC DEANS: 5 104,148 * 4 157,195 * SOCIAL WORK 5 153,000 * ACADEMIC DEANS: 5 104,148 * AVERAGE "M" 151,000 * AVERAGE "M" 16,201 * AVERAGE "M" 16,201 * AVERAGE "M" 16,201 * AVERAGE "M" 179,550 * MEDICINE AVERAGE "M" 157,474 2 115,164 * MEDICAL DEANS: MEDICINE AVERAGE "M" 157,474 4 98,900 * ACADEMIC DEANS: MEDICINE AVERAGE ALL 157,474 4 98,900 * ACADEMIC DEANS: MEDICINE AVERAGE ALL 157,474 4 98,900 * ACADEMIC DEANS: MEDICINE AVERAGE ALL 157,474 4 98,900 * ACADEMIC DEANS: MEDICINE AVERAGE ALL 157,474 4 98,900 * ACADEMIC DEANS: MEDICINE AVERAGE ALL 157,474 4 98,900 * ACADEMIC DEANS: MEDICINE AVERAGE ALL 157,474 4 98,900 * ACADEMIC DEANS: MEDICINE AVERAGE ALL 157,474 4 98,900 * ACADEMIC DEANS: MEDICINE AVERAGE ALL 157,474 4 98,900 * ACADEMIC DEANS: MEDICINE AVERAGE ALL 157,474 4 98,900 * ACADEMIC DEANS: MEDICINE AVERAGE ALL 157,474 4 98,900 * ACADEMIC DEANS: MEDICINE AVERAGE ALL 157,474 4 98,900 * ACADEMIC DEANS: MEDICINE AVERAGE ALL 157,474 4 98,900 * ACADEMIC DEANS: MEDICINE AVERAGE ALL 157,474 4 98,900 * ACADEMIC DEANS: MEDICINE AVERAGE ALL 157,474 4 98,900 * ACADEMIC DEANS: MEDICINE AVERAGE ALL 157,474 4 98,900 * ACADEMIC DEANS: MEDICINE AVERAGE ALL 157,474 4 98,900 * ACADEMIC DEANS: MEDICINE AVERAGE ALL 157,474 4 98,900 * ACADEMIC DEANS: MEDICINE AVERAGE ALL 157,474 4 98,900 * ACADEMIC DEANS: MEDICINE		80,700 ×			AVERAGE "*"	140,598
ACADEMIC DEANS: 2 140,000 * PROFESSIONAL LAW 3 100,572 * RANK SALARY AVERAGE "*" 128,257 1 125,000 1 125,000 1 181,824 * AVERAGE ALL 128,257 3 114,605 2 167,000 * 4 105,100 3 159,500 * ACADEMIC DEANS: 5 104,148 4 157,195 * SOCIAL WORK 5 153,000 * AVERAGE ALL 157,195 * SOCIAL WORK 5 153,000 * AVERAGE ALL 151,000 * AVERAGE "*" 116,201 1 151,000 * AVERAGE "*" 157,474 2 115,164 * MEDICAL DEANS: AVERAGE "*" 157,474 4 98,900 * 5 96,000 * ACADEMIC DEANS: LIBRARY SCIENCE AVERAGE "*" 114,313 1 294,370 2 250,796 AVERAGE ALL 114,313 3 188,100 RANK SALARY RANK SALARY 4 179,549	AVERAGE "*"	106,642	00121102		AVERAGE ALL	140,598
ACADEMIC DEANS: 2 140,000 × PROFESSIONAL LAW 3 100,572 × RANK SALARY AVERAGE "*" 128,257 1 125,000 1 105,100 1 101,000 × 100,000 × 10	AVERAGE ALL	103,869	RANK	SALARY	MEDICAL DEANS:	
TAME TO STATE TO THE PROPERTY OF THE PROPERTY			1	144,200 ×	HEALTH-RELATED	
RANK SALARY AVERAGE "*" 128,257 1 125,000 1 151,824 * AVERAGE ALL 128,257 3 114,605 2 167,000 * 4 105,100 3 159,500 * ACADEMIC DEANS: 5 104,148 4 157,195 * SOCIAL WORK 5 153,000 * AVERAGE "*" 116,201 6 149,250 * 7 134,550 * RANK SALARY AVERAGE ALL 113,791 1 151,000 * AVERAGE "*" 157,474 2 115,164 * MEDICAL DEANS: AVERAGE ALL 157,474 4 98,900 * AVERAGE ALL 157,474 5 96,000 * ACADEMIC DEANS: LIBRARY SCIENCE AVERAGE "*" 114,313 1 294,370 AVERAGE ALL 113,796 AVERAGE ALL 114,313 3 188,100 RANK SALARY AVERAGE ALL 114,313 3 188,100 RANK SALARY	ACADEMIC DEA	NS:	2	140,000 ×	PROFESSION	IAL
RANK SALARY 2 128,257 1 125,000 1 181,824 * AVERAGE "*" 128,257 3 114,605 2 167,000 * 4 105,100 3 159,500 * ACADEMIC DEANS: 5 104,148 4 157,195 * SOCIAL WORK 5 153,000 * AVERAGE "*" 116,201 6 149,250 * 7 134,550 * RANK SALARY AVERAGE "*" 116,201 1 151,000 * AVERAGE "*" 157,474 2 115,164 * MEDICAL DEANS: AVERAGE ALL 157,474 4 98,900 * AVERAGE ALL 157,474 4 98,900 * AVERAGE ALL 157,474 5 96,000 * ACADEMIC DEANS: LIBRARY SCIENCE AVERAGE "*" 114,313 1 294,370 2 250,796 AVERAGE ALL 114,313 3 188,100 RANK SALARY	LAW		3	100,572 ×		
RANK SALARY 1 181,824 * AVERAGE ALL 128,257 3 114,605 2 167,000 * 4 105,100 3 159,500 * ACADEMIC DEANS: 5 104,148 4 157,195 * SOCIAL WORK 5 153,000 * AVERAGE "*" 116,201 6 149,250 * 7 134,550 * RANK SALARY AVERAGE ALL 113,791 AVERAGE "*" 157,474 2 115,164 * MEDICAL DEANS: AVERAGE ALL 157,474 4 98,900 * ACADEMIC DEANS: LIBRARY SCIENCE AVERAGE "*" 114,313 1 294,370 2 250,796 AVERAGE ALL 114,313 3 188,100 RANK SALARY			•		RANK	SALARY
1 181,824 * AVERAGE ALL 128,257			AVERAGE "*"	128,257	1	125,000 ×
2 167,000 * ACADEMIC DEANS: 5 104,148 3 159,500 * ACADEMIC DEANS: 5 104,148 4 157,195 * SOCIAL WORK 5 153,000 * AVERAGE "*" 116,201 6 149,250 * RANK SALARY AVERAGE ALL 113,791 1 151,000 * HEDICAL DEANS: AVERAGE "*" 157,474 2 115,164 * HEDICAL DEANS: AVERAGE ALL 157,474 4 98,900 * HEDICINE AVERAGE ALL 157,474 4 98,900 * ACADEMIC DEANS: LIBRARY SCIENCE AVERAGE "*" 114,313 1 294,370 AVERAGE ALL 114,313 3 188,100 RANK SALARY	RANK	SALARY			2	120,100 ×
3 159,500 * ACADEMIC DEANS: 5 104,148 4 157,195 * SOCIAL WORK 5 153,000 * AVERAGE "*" 116,201 6 149,250 * AVERAGE "*" 151,000 * AVERAGE ALL 113,791 1 151,000 * MEDICAL DEANS: AVERAGE "*" 157,474 2 115,164 * MEDICAL DEANS: AVERAGE ALL 157,474 4 98,900 * MEDICINE AVERAGE ALL 157,474 4 98,900 * ACADEMIC DEANS: LIBRARY SCIENCE AVERAGE "*" 114,313 1 294,370 AVERAGE ALL 114,313 3 188,100 RANK SALARY 4 179,549	1	181,824 ×	AVERAGE ALL	128,257	3	114,605 ×
4 157,195 * SOCIAL WORK 5 153,000 * AVERAGE "*" 116,201 6 149,250 * 7 134,550 * RANK SALARY AVERAGE ALL 113,791 1 151,000 * MEDICAL DEANS: 3 110,500 * MEDICINE AVERAGE ALL 157,474 4 98,900 * 5 96,000 * ACADEMIC DEANS: LIBRARY SCIENCE AVERAGE "*" 114,313 1 294,370 AVERAGE ALL 114,313 3 188,100 RANK SALARY AVERAGE ALL 114,313 3 188,100	2	167,000 ×			4	105,100 ×
5 153,000 * AVERAGE "*" 116,201 6 149,250 * RANK SALARY AVERAGE ALL 113,791 1 151,000 * MEDICAL DEANS: 3 110,500 * MEDICINE AVERAGE ALL 157,474 4 98,900 * SALARY ACADEMIC DEANS: LIBRARY SCIENCE AVERAGE "*" 114,313 1 294,370 AVERAGE ALL 114,313 3 188,100 RANK SALARY AVERAGE ALL 114,313 4 179,549	3	159,500 ×	ACADEMIC DE	ANS:	5	104,148
6 149,250 * 7 134,550 * RANK SALARY AVERAGE ALL 113,791 1 151,000 * AVERAGE "*" 157,474 2 115,164 * MEDICAL DEANS: 3 110,500 * MEDICINE AVERAGE ALL 157,474 4 98,900 * 5 96,000 * ACADEMIC DEANS: LIBRARY SCIENCE AVERAGE "*" 114,313 1 294,370 2 250,796 AVERAGE ALL 114,313 3 188,100 RANK SALARY	4	157,195 ×	SOCIAL WO	RK		
7 134,550 * RANK SALARY AVERAGE ALL 113,791 1 151,000 * AVERAGE "*" 157,474 2 115,164 * MEDICAL DEANS: AVERAGE ALL 157,474 4 98,900 * ACADEMIC DEANS: LIBRARY SCIENCE AVERAGE "*" 114,313 1 294,370 AVERAGE ALL 114,313 3 188,100 RANK SALARY AVERAGE ALL 114,313 4 179,549	5	153,000 ×			AVERAGE "*"	116,201
1 151,000 * AVERAGE "*" 157,474 2 115,164 * MEDICAL DEANS: 3 110,500 * MEDICINE AVERAGE ALL 157,474 4 98,900 * 5 96,000 * ACADEMIC DEANS: LIBRARY SCIENCE AVERAGE "*" 114,313 1 294,370 2 250,796 AVERAGE ALL 114,313 3 188,100 RANK SALARY	6	149,250 ×				
AVERAGE "*" 157,474 2 115,164 * MEDICAL DEANS: AVERAGE ALL 157,474 4 98,900 * 5 96,000 * ACADEMIC DEANS: LIBRARY SCIENCE AVERAGE "*" 114,313 1 294,370 AVERAGE ALL 114,313 3 188,100 RANK SALARY 4 179,549	7	134,550 ×	RANK	SALARY	AVERAGE ALL	113,791
3 110,500 * MEDICINE AVERAGE ALL 157,474 4 98,900 * 5 96,000 * ACADEMIC DEANS: RANK SALARY LIBRARY SCIENCE AVERAGE "*" 114,313 1 294,370 2 250,796 AVERAGE ALL 114,313 3 188,100 RANK SALARY			1	151,000 × .		
AVERAGE ALL 157,474 4 98,900 * 5 96,000 * ACADEMIC DEANS: RANK SALARY LIBRARY SCIENCE AVERAGE "*" 114,313 1 294,370 2 250,796 AVERAGE ALL 114,313 3 188,100 RANK SALARY	AVERAGE "*"	157,474	2	115,164 *	MEDICAL DEAM	IS:
5 96,000 * ACADEMIC DEANS: RANK SALARY LIBRARY SCIENCE AVERAGE "*" 114,313 1 294,370 2 250,796 AVERAGE ALL 114,313 3 188,100 RANK SALARY 4 179,549			3	110,500 ×	MEDICINE	
ACADEMIC DEANS: LIBRARY SCIENCE AVERAGE "**" 114,313 1 294,370 2 250,796 AVERAGE ALL 114,313 3 188,100 RANK SALARY 4 179,549	AVERAGE ALL	157,474	4	98,900 ×		
LIBRARY SCIENCE AVERAGE "#" 114,313 1 294,370 2 250,796 AVERAGE ALL 114,313 3 188,100 RANK SALARY 4 179,549			5	96,000 ×		
AVERAGE ALL 114,313 3 188,100 RANK SALARY 4 179,549	ACADEMIC DE	ANS:			RANK	
AVERAGE ALL 114,313 3 188,100 RANK SALARY 4 179,549	LIBRARY S	CIENCE	AVERAGE "*"	114,313	1	294,370 ×
RANK SALARY 4 179,549					2	250,796 ×
	•		AVERAGE ALL	114,313	3	188,100 ×
1 180,300 × 5 151,920	RANK	SALARY				179,549 ×
	1	180,300 ×			5	151,920 ×



MEDICAL DEANS: MEDICINE		RANK SALARY (CONTINUED)			SALARY NTINUED)
		AVERAGE "	*" 141,421	AVERAGE "*"	70,394
RANK	SALARY	AUEDAGE	143 403	AVERAGE ALL	72 304
(CONTINUE)		AVERAGE A	LL 141,421	AVERAGE ALL	72,304
6	127,200 ×	CTUDENT C	EDUTCEC ADMIN .	STUDENT SERV	TOES ADMIN .
4455445 Byll	300 /5/		ERVICES ADMIN.:	DIRECTOR O	
AVERAGE "*"	198,656		TUDENT SERVICES	SERVICES	DINING
	300 (P.	OFFICER		SEKATCES	
AVERAGE ALL	198,656	5444	CALABY	RANK	SALARY
MED-041 DE44	•	RANK 1	SALARY	1	84,510 ×
MEDICAL DEANS	S:	_	173,243 ×	2	79,545 ×
NURSING		. 3	160,176 ×	3	73,892 ×
		•	149,350 ×	4	68,420
5 4 4 11 1		4	125,000 ×	5	-
RANK	SALARY	5	125,000 ×	-	58,692 58,298 *
1	163,800 ×	6	118,450 ×	6	•
2	147,500 ×	7	115,872	7	55,938 ×
3	145,487 ×	8	112,800 *	8	55,500 ×
4	131,327 ×	9	112,275 *	9	52,776 ×
5	119,600 *	10	106,300 *	10	43,447 ×
6 .	119,500 *	11	103,734 ×		
7	101,500 *	12	100,940 ×	AVERAGE "*"	62,988
		13	100,520		
AVERAGE "*"	132,673	14	90,000 ¥	AVERAGE ALL	63,102
		15	87,996		
AVERAGE ALL	132,673			STUDENT SERVICES ADMIN.:	
		AVERAGE "	'×" 123,106	DEAN OF ST	UDENT
MEDICAL DEAN	IS:			AFFAIRS	•
PHARMACY		AVERAGE A	LL 118,777		
	•			RANK	SALARY
			SERVICES ADMIN.:	1	122,520 ×
RANK	SALARY	DIRECTO	OR OF HOUSING	2	93,600 ×
1	152,496 ×			3	87,530
2	145,000 *			4	85,200 ×
3	139,050 *	RANK	SALARY	5	79,140 ×
4	136,000 *	1	102,012 *	6	.77,765 ×
5	119,835 *	2	95,100 ×	7	72,240
		3	92,524 *	8 .	63,433 ×
AVERAGE "*"	138,476	4	90,000		
	•	. 5	82,400 ×	AVERAGE "*"	86,943
AVERAGE ALL	138,476	6	79,500	•	
		7	72,250 ×	AVERAGE ALL	85,179
MEDICAL DEAM	NS:	8	70,343		
VETERINARY	/ MEDICINE	9	66,049 ×	STUDENT SERV	ICES ADMIN.:
		10	61,585 ×	DIRECTOR (OF STUDENT
		11	60,075 ×	HEALTH CE	NTER
RANK	SALARY	12	58,012 ×		
1	146,663 ×	13	54,632 ×	RANK	SALARY
2	140,000 ×	14	′50,493 ×	1	152,964 ×
3	137,600 ×	15	49,591 ×	2	129,468 ×
					•

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STUDENT SERV	ICES ADMIN.:	RANK	SALARY	RANK SA	ALARY
DIRECTOR O	F STUDENT	6	69,084 ×	11	64,236 ×
HEALTH CEN	TER	. 7	68,652	12	58,000 ×
		8	67,680	13	55,376 ×
RANK	SALARY	9	66,000 ×	14	53,175 ×
(CONTINUE	D)	10	62,183 ×		
3	129,000 ×	11	61,439 ×	AVERAGE "*"	71,380
4	107,448 ×	12	58,545		
5	99,996 ×	13	57,371 ×	AVERAGE ALL	73,729
6	78,564 ×	14	57,178 ×		
7	78,288	15	54,709 ×	STUDENT SERV	ICES ADMIN.:
8	76,366 ×	16	45,371 ×	DIRECTOR OF	F INTRAMURAL
9	73,236	•		& RECREATION	ONAL SPORTS
10	70,000 ×	AVERAGE "*	e" 68,973	•	•
			-	RANK	SALARY .
AVERAGE "*"	105,476	AVERAGE AL	L 68,220	1	114,307 ×
	•		·	2	94,158
AVERAGE ALL	99,533	STUDENT SE	RVICES ADMIN.:	3	79,750 ×
		DIRECTOR	OF MINORITY/	4	70,020 ×
STUDENT SERV	ICES ADMIN.:		TURAL AFFAIRS	5	65,000 ×
DIRECTOR O				6	62,796
SERVICES		RANK	SALARY	. 7	61,824 ×
33		1	121,008 ×	8	58,499 ×
RANK	SALARY	2	118,450 ×	9	58,152 ×
1	80,616 ×	3	94,500 ×	10	58,008
2	77,292	4	90,640 ×	11	50,775 ×
3	75,330 ×	5	65,285 ×	12	32,800 ×
4	73,213 ×	6	64,830 ×		,
5	68,070 ×	7	59,615 ×	AVERAGE "*"	65,681
6	67,600 ×	8	56,623 ×		
7	64,682	9	54,957	AVERAGE ALL	67,174
8	62,784 ×	10	43,981 ×		J., Z
9	61,607 ×		14,710-	STUDENT SERV	ICES ADMIN.:
10	55,000 ×	AVERAGE "	79,437		F INTERNATIONAL
11	54,500 ×		,	STUDENT SE	
12	54,000 ×	AVERAGE AL	.L 76,989		
13	48,988 ×	***************************************	,,,	RANK	SALARY
	(0)/00	STUDENT SE	ERVICES ADMIN.:	1	72,552 ×
AVERAGE "*"	63,792		R OF COUNSELING	. 2	68,400 ×
	55,			3	64,876 ×
AVERAGE ALL	64,899			4 -	63,388 ×
AVERAGE ALL		RANK	SALARY	5	58,500 ×
STUDENT SERV	ICES ADMIN.:	1	100,092 *	6	55,356 ×
DIRECTOR O		2	96,540	7	54,472 ×
UNION	, Olopeni	3	92,520 ×	8	53,945 ×
0112011		4	82,191	9	53,251 ×
RANK	SALARY	5	74,412 ×	10	49,176
1	106,068 ×	6	73,090 ×		,
2	82,568 ×	7	72,339 ×	AVERAGE "*"	60,527
3	80,400 ×	8	72,100 ×	NTENNOE "	,,
4	77,556 ×	9	69,844 ×	AVERAGE ALL	59,392
5	76,722 ×	10	68,292	ATTENDE MEE	
•	, U, , LL ~	. •	90) E / E		

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STUDENT SERVI	CES ADMIN.:	RANK S	ALARY		DEVELOPMENT A	ADMINISTRATORS:
DIRECTOR OF	STUDENT	. 8	71,070 ×		CHIEF PUBLI	IC RELATIONS
ACTIVITIES		9	69,948		OFFICER	
		10	69,300			
RANK	SALARY	11	69,228 ×		RANK	SALARY
1	88,000 ×	12	66,048		1	160,910 ×
2	72,000	13	59,100 ×		2	121,561 ×
3	60,648 *				3	118,750 ×
4	60,638 ×	AVERAGE "*"	74,592		4	104,850 ×
5	54,925 ×				5	103,000 ×
6	53,801 ×	AVERAGE ALL	73,170		6	101,448 ×
7	42,840 ×			•	7	100,050 ×
8	40,582 ×	DEVELOPMENT	ADMINISTRATORS	:	8	91,475 ×
9	35,349 ×	CHIEF ADVA	NCEMENT OFFICE	R	9	85,696 ×
	-				10	84,400 ×
AVERAGE "*"	54,598				11	58,512
	- •	RANK	SALARY			•
AVERAGE ALL	56,531	1	116,232		AVERAGE "*"	107,214
	,	2	116,075 ×			
STUDENT SERV	ICES ADMIN.:	3	110,124 *		AVERAGE ALL	102,787
	F ADMISSIONS	4	105,000 ×			202,707
		•	202,000		DEVELOPMENT A	ADMINISTRATORS:
		AVERAGE "*"	110,400			F SPECIAL EVENTS
RANK	SALARY	WEIWGE	,			
1	97,900 ×	AVERAGE ALL	111,858			
2	91,773 ×	***************************************	,		RANK	SALARY
3	88,085 ×	DEVELOPMENT	ADMINISTRATORS	•	1	45,732
4	83,320 ×		LOPMENT OFFICE		2	40,365 ×
5	74,700 ×	OHIZE, BEVE			3	36,763 ×
6	73,884 ×				•	00,700
7	70,836 ×	RANK	SALARY		AVERAGE "*"	38,564
8	66,024	1	182,938 ×		AVERAGE =	00,504
9	63,250 ×	2	150,108 ×		AVERAGE ALL	40,953
10	59,028	3	133,440		AVERAGE ALL	40,755
11	51,732 ×	4	126,000 ×		DEVEL OPMENT	ADMINISTRATORS:
**	51,752 ~	5	119,800 ×		DIRECTOR O	
AVERAGE "*"	77,276	6	115,360 ×		RELATIONS	· · ODLIC
AVERAGE A	77,276	7	115,250 ×		RELATIONS	
AVERAGE ALL	74,594	8	105,400 ×		RANK	SALARY
AVERAGE ALL	74,574	9	103,017		1	91,475 ×
STUDENT SERV	TOTO ARMIN	10	84,000 ×		2	91,475 × 84,324
	F FINANCIAL	11	77,600 ×		3	77,192 ×
AID	r rinancial	11	//,600 ×		4	77,192 × 74,004
WID		AUFDAGE WEW	110 (0)		•	
· BANK	, CALABY	AVERAGE "*"	119,606		5	73,832 ×
RANK	SALARY	AUEDAGE ALL	110 75/		6	68,470 ×
1	86,300 ×	AVERAGE ALL	119,356		7	67,929 ×
2	81,173 ×				8	64,491
3	80,670 ×	•			9 .	53,873 ×
4	77,555 ×					•
5	74,540 ×					
6	73,884 ×			محا أموا		•
7	72,400 ×			75		

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DEVELOPMENT A	ADMINISTRATORS:	RANK S	ALARY	INFO MANAGEM	ENT ADMINISTRATOR:
DIRECTOR OF	F PUBLIC	3	103,284	DIRECTOR C	F ADMINISTRATIVE
RELATIONS		4	102,400 ×	COMPUTING	SERVICES
		5	100,799 ×		
(COI	NTINUED)	6	93,100 ×	RANK	SALARY
		7	92,076 ×	1	100,250 ×
AVERAGE "*"	72,129	8	91,000 ×	2	84,732
		9	87,421 ×	3	83,230 ×
AVERAGE ALL	72,843			4	73,068
		AVERAGE "*"	110,226	5	61,800 ×
DEVELOPMENT	ADMINISTRATORS:			6	55,825 *
DIRECTOR O	F DEVELOPMENT	AVERAGE ALL	109,455		
			•	AVERAGE "*"	75,276
·		INFO MANAGEM	MENT ADMINISTRATOR:		
RANK	SALARY	DIRECTOR O	F COMPUTING	AVERAGE ALL	76,484
1	107,000 ×	SERVICES			
2	87,437 ×			RESEARCH ADI	INISTRATORS:
3	83,835 ×	RANK	SALARY	CHIEF RESI	ARCH OFFICER
4	72,924 ×	. 1	114,100 ×		
5	66,924	2	98,916 × .		
		3	96,531	RANK	SALARY
AVERAGE "X"	87,799	4	85,260 ×	1	206,076 ×
	•	5	81,700 ×	2	168,264 *
AVERAGE ALL	83,624			3	156,673 ×
		AVERAGE "*"	94,994	4	146,170 ×
DEVELOPMENT	ADMINISTRATORS:			5	105,876 ×
DIRECTOR O	F ALUMNI	AVERAGE ALL	95,301	6	104,500 ×
SERVICES	•			7	103,315 *
	•	INFO MANAGEN	MENT ADMINISTRATOR:	8	102,500 ×
RANK	SALARY	DIRECTOR (OF ACADEMIC	9	97,619 ×
1	130,750 ×	COMPUTING	SERVICES	10	87,200 ×
2	105,700 ×		·	11	82,500
3	84,410 ×	RANK	SALARY		
4	82,893	1	117,170 ×	AVERAGE "*"	127,819
5	68,928	2	114,600 ×		
6	65,386 ×	3	112,476 ×	AVERAGE ALL	123,699
7	60,152 ×	4	87,756		
8	53,718 ×	5	84,000 ×	RESEARCH AD	MINISTRATORS:
.9	50,627 ×	6	72,168	DIRECTOR	OF RESEARCH SERVICE
10	41,328	7	65,836 ×		•
		8	56,606 ×		
AVERAGE "*"	78,678	9	51,400 ×	RANK	SALARY
				1	140,970 ×
AVERAGE ALL	74,389	AVERAGE "*"	86,013	2	98,800 ×
				3	84,692 ×
INFO MANAGEM	MENT ADMINISTRATOR:	AVERAGE ALL	84,668	4	74,975 *
CHIEF OF I	INFORMATION			5	69,144
MANAGEMENT	Г			6	62,185 ×
				7	55,000 ×
RANK	SALARY			8	49,140 *
1	165,012 ×				•
2	150,000 × .				

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RESEARCH ADMINISTRATORS:		RANK SALARY		RANK SALARY	
DIRECTOR (OF RESEARCH SERVICE	CE (CONTINUED)		(co	NTINUED)
				·	
4.0.		AVERAGE "*"	91,262	AVERAGE "*"	106,921
(C)	ONTINUED)	AUEDAGE ALL	03 07/	AUEDAOE ALI	10/ 177
AVEDAGE WEW	00 007	AVERAGE ALL	91,936	AVERAGE ALL	106,173
AVERAGE "*"	80,823	OTHER ADMIN	TOTOATODO.	OTHER ADMINI	CTDATABC.
AVERAGE ALL	79,363		OF AFFIRMATIVE	HEAD OF LE	
. AVERAGE ALL	77,303	ACTIONS	DE MELIKUMITAE		AL RELATIONS
ACRECIII TURAI	L ADMINSTRATORS:	WC 1 TONS		GOVERNMENT	AL RELATIONS
	OF COOPERATIVE	RANK ·	SALARY	RANK	SALARY
EXTENSION	DI COOIERATIVE	1	144,500 ×	1	160,910 ×
EXTENSION		2	98,000 ×	2	97,850 ×
RANK	SALARY	. 3	92,287 ×	. 3	92,803 ×
1	134,172 ×	4	85,967 ×	. 4	92,040
2	126,896 *	5	81,576 ×	. . 5	91,536
3	105,500 ×	6	76,950 ×	6	89,675
J	203,300 -	7	75,550 ×	7	87,732 ×
AVERAGE "*"	122,189	8	74,600 ×	8	82,065 ×
AVERNOE -	111,107	9	74,364	9	78,900 ×
AVERAGE ALL	122,189	10	72,800 ×	10	62,933 ×
AVERNOE HEE	222/20/	11	66,837 ×	••	02),00
AGRICULTURA	L ADMINSTRATORS:	12	65,327 ×	AVERAGE "*"	94,742
	OF AGRICULTURAL	13	55,914	NV ENNOE	, , , , , <u>, , , , , , , , , , , , , , </u>
EXPERIMEN		14	52,921 ×	AVERAGE ALL	93,644
en enemen			52,722	WELKHOL KEL	,0,044
RANK	SALARY	AVERAGE "*"	82,276		
1	137,200 ×				
2	132,000 ×	AVERAGE ALL	79,828		
3	95,688 ×			•	
4	95,568 ×	OTHER ADMIN			
		LEGAL COU	NSEL		
AVERAGE "*"	115,114				
AVERAGE ALL	115,114	RANK	SALARY	•	
		1	156,300 ×		•
OTHER ADMIN	ISTRATORS:	2	130,910 ×	•	
ASSISTANT	TO THE CHIEF	3	127,700 ×		
EXECUTIVE	OFFICER	4	120,000 ×		
		5	110,605 *		
RANK	SALARY	6	109,200 ×		
1	140,004 ×	7	109,200 ×		
. 2	110,000 ×	8	102,936		
3	105,000 ×	9	101,000 ×	•	
4	102,000 ×	10	100,440		
5	97,994	11	83,600 ×		
6	93,890 ×	12	80,709 ×		
7	93,730 ×	13	78,627 ×		
8	74,500 ×	14	75,200 ×		
9	59,737 ×			has no	
10	42,500 ×			77	•

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TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG EIGHTY-SEVEN UNIVERSITIES REPRESENTING FORTY-FIVE STATES BY EMPLOYMENT OPPORTUNITY REGIONS

-DALLAS REGION-

The Dallas Region as defined by the Equal Employment Opportunity Commission includes the states of Arkansas, Louisiana, Oklahoma, New Mexico, and Texas. The Universities participating from this region are:

- *LOUISIANA STATE UNIVERSITY AND A & M COLLEGE
- *NEW MEXICO STATE UNIVERSITY
- *OKLAHOMA STATE UNIVERSITY
- *TEXAS A & M UNIVERSITY
- *TEXAS TECH UNIVERSITY
 TEXAS WOMAN'S UNIVERSITY
 THE UNIVERSITY OF TEXAS AT DALLAS
- *THE UNIVERSITY OF TEXAS, AUSTIN
- *UNIVERSITY OF ARKANSAS
- *UNIVERSITY OF HOUSTON
- *UNIVERSITY OF NORTH TEXAS
- *UNIVERSITY OF OKLAHOMA



CHIEF EXECUTIVE OFFICER: RANK SALARY		RANK SA	LARY		
MULTI-	CAMPUSES CHIEF	(CO	NTINUED)	6	65,344 ×
EXECUT	IVE OFFICER			7	54,626 ×
		AVERAGE "*"	127,085	8	53,473 ×
RANK	SALARY				
1	270,000 ×	AVERAGE ALL	124,280	AVERAGE "*"	71,755
2	161,004 ×				
3	157,600 ×	FINANCIAL ADI	MINISTRATOR:	AVERAGE ALL	71,696
•		ASSOC. VP I	FOR BUSINESS		
AVERAGE '	"*" 196,201	AFFAIRS/BUS	SINESS MGR.	FINANCIAL ADM	INISTRATOR:
				BUDGET DIRE	CTOR
AVERAGE	ALL 196,201	RANK	SALARY		
		1	90,300 ×		
CHIEF EX	ECUTIVE OFFICER:	2	87,045 ×	RANK	SALARY
SING.	UNIT INSTITUTION	· 3	81,750 ×	1	80,600 ×
CHIEF	EXEC. OFFICER	4	75,785 ×	2	76,092)×
				3	70,700 ×
RANK	SALARY	AVERAGE "X"	83,720	4	70,500
1	214,000 ×			5	67,500 ×
2	201,000 ×	AVERAGE ALL	83,720	6	67,119 ×
3	191,034 ×			7	65,933
4	(190,000)×	FINANCIAL AD	MINISTRATOR:	8	63,000 ×
5	186,000	INTERNAL A	UDITOR	9	52,354 ×
6.	184,374 ×			10	48,136 ×
7	157,246				
8	153,390 ×	RANK	SALARY	AVERAGE "*"	65,688
9	153,000 ×	1	75,996 ×		•
10	147,146 ×	2	75,234 ×	AVERAGE ALL	66,193
11	140,036 ×	3	75,000 ×		00,270
	2,0,000	4	71,101 *	FINANCIAL ADI	INISTRATOR:
AVERAGE	"×" 174,887	5	70,384 ×	DIRECTOR OF	
	27.1,007	6	58,539 ×	ACCOUNTING	
AVERAGE	ALL 174,293	7	57,922	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	
		8	57,165 ×	RANK	SALARY
FINANCIA	L ADMINISTRATOR:	9	56,647 ×	1	64,008 ×
	FINANCIAL	10	54,545	2	56,300
OFFICE		11	53,838 ×	3	54,080 ×
0.,100	,		30,000 -	4	37,326 ×
RANK	SALARY	AVERAGE "*"	65,989	,	37,320 -
1	158,000 ×	AVENAGE ~		AVERAGE "*"	51,805
2	147,000 ×	AVERAGE ALL	64,216	AVERAGE A	51,005
3	(132,540)*	AVERAGE ALL	04,210	AVERAGE ALL	52,929
4	131,034 ×	FINANCIAL AD	MINICIDATAD.	AVERAGE ALL	32,727
5	122,400 ×		F ACCOUNTING	FINANCIAL ADI	MINICIPATAD.
	121,019 ×	CONTROLLER			•
6 7		COMIROLLER	•	TREASURER (UR DURSAR
	120,000 ×	DANIV	CALABY		
8	116,500 ×	RANK	SALARY	PA A A IV	CALARY
9	115,477 ×	1	(101,556)×	RANK	SALARY
10	112,000	2 .	83,000 ×	1	68,826 ×
11	108,508	3	75,960 ×	2	59,796 ×
12	106,881 ×	4	71,282		(55,656)×
•		5	68,323 ×	4	54,256 ×

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FINANCIAL ADMINISTRATOR:		FINANCIAL ADMINISTRATOR:		FINANCIAL ADMINISTRATOR:	
TREASURER (DR BURSAR	DIRECTOR OF	PERSONNEL	DIRECTOR OF Plant	PHYSICAL
RANK	SALARY	RANK	SALARY	RANK	SALARY
(CONTINUE)	0)	1	88,000 ×	1	126,034 ×
5	50,718 ×	2	85,490 ×	2	88,322 ×
6	49,300 ×	3	82,512 ×	3	87,060 ×
7	42,509 ×	4	81,334 ×	4	86,235 ×
8	41,881	5	80,000 ×	5	84,495 ×
9	31,950	6	73,124 ×	6	83,000
		7	69,168	7	81,679 ×
AVERAGE "*"	54,437	8	64,313 ×	8	80,000 ×
		9	62,400	9	79,943 ×
AVERAGE ALL	50,544	10	54,000 ×	10	78,936 ×
				11	71,260
FINANCIAL ADI	MINISTRATOR: F Purchasing	AVERAGE "*"	76,097	12 : .	66,500 ×
	- Tokonkozko	AVERAGE ALL	74,034	AVERAGE "*"	85,920
RANK	SALARY	FINANCIAL ADI	INISTRATOR:	AVERAGE ALL	84,455
1	68,251 ×	DIRECTOR OF	PAYROLL		
2	66,594 ×			FINANCIAL AD	INISTRATOR:
3	66,558			DIRECTOR OF	PUBLIC
4	65,200 ×	. RANK	SALARY	SAFETY	
5	59,800 ×	1	58,240 ×		
6	58,488 ×	2	51,000 ×	RANK	SALARY
7	58,180 ×	3	46,336 ×	1	76,738 ×
8	57,000	4	42,490 ×	2	76,008 ×
9	56,776 ×	5	42,360 ×	3	73,535 ×
10	55,666 ×	6	40,699 ×	4	69,912 ×
11	52,578 ×	7	40,000	5	69,400 ×
		8	33,700 ×	6	62,643 ×
AVERAGE "*"	60,170			7	61,413 *
		AVERAGE "*"	44,975	8	61,281 *
AVERAGE ALL	60,463			9	59,598
		AVERAGE ALL	44,353	10	56,850 ×
FINANCIAL ADI				11	49,400
DIRECTOR O	F BENEFITS	FINANCIAL ADM DIRECTOR OF	TINISTRATOR: F FACILITIES	AVERAGE "*"	67,531
		PLANNING			-
RANK	SALARY			AVERAGE ALL	65,162
1	54,366 ×	RANK	SALARY		
2	49,684 ×	1	86,000 ×	FINANCIAL ADI	INISTRATOR:
3	38,235 ×	2 .	72,500 ×	DIRECTOR OF	HEALTH &
4	36,734 ×	3	68,251 ×	ENVIRONMEN'	TAL SAFETY
5	36,508 ×	4	55,165 ×		
				RANK	SALARY
AVERAGE "*"	43,105	AVERAGE "*"	70,479	1	70,400 ×
				2	70,000 ×
AVERAGE ALL	43,105	AVERAGE ALL	70,479	3	68,292 ×
				4	65,000 ×

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FINANCIAL ADMINISTRATOR:		ACADEMIC ADM	INISTRATORS:	ACADEMIC ADMINISTRATORS:		
DIRECTOR OF HEALTH &		DEAN/DIRECTOR OF		DIRECTOR OF INSTITUTIONAL		
ENVIRONME	NTAL SAFETY	ENROLLMENT MANAGEMENT		RESEARCH		
RANK	SALARY	RANK	SALARY	RANK	SALARY	
(CONTINU	ED)	1	72,824 ×	1	83,436 ×	
5	63,500 ×	2	58,339	2	78,000 ×	
6	61,035 ×	3	55,750	3	70,394 ×	
7	56,191 ×			4	65,902 ×	
8	(48,084)×	AVERAGE "*"	72,824	5	64,361 ×	
9	42,882 ×			6	62,947 ×	
		AVERAGE ALL	62,304	7	59,364 ×	
AVERAGE "*"	60,598			8	48,030	
		ACADEMIC ADM	INISTRATORS:	9	42,150 ×	
AVERAGE ALL	60,598	· DIRECTOR O	F LIBRARIES			
ACADEMIC AD	MINISTRATORS:			AVERAGE "*"	65,819	
	DEMIC OFFICER	RANK	SALARY	AVERAGE ALL	63.843	
		1	120,060 ×		45,515	
		2	109,092 ×	ACADEMIC ADM	TNTSTRATORS	
RANK	SALARY	. . .	97,850 ×	REGISTRAR		
1	205,000 ×	-	(94,080)×	NEO 20 1 NAN		
2	176,034 ×	5	93,300 ×			
3	175,000 ×	6	88,865 ×	RANK	SALARY	
4	154,500	7	86,533 ×	1	81,800 ×	
5	(150,000)*	8	86,223	2	-	
6 .	133,620 ×	9	85,539 ×	3	81,420 ×	
7	(133,448)*	10	-	4	80,537 ×	
8	128,600 ×	11	82,271 ×	•	63,717 ×	
9	-	11	79,500	5	62,213 ×	
10	124,333 *	AUEDAGE New	05 000	6	58,061 ×	
11	117,558 *	AVERAGE "*"	95,288	. 7	57,751 ×	
_	116,425	********		8	57,292	
12	115,510 ×	AVERAGE ALL	93,028	9	56,650 ×	
				10	46,115 ×	
AVERAGE "*"	145,910	ACADEMIC ADM				
		MUSEUM DIR	ECTOR	AVERAGE "*"	65,363	
AVERAGE ALL	144,169					
				AVERAGE ALL	64,556	
	MINISTRATORS:	RANK	SALARY			
	DNAL EDUCATION	1	97,678 ×	ACADEMIC DEA	NS:	
ADMINISTR	ATOR	2	91,237 *	AGRICULTUR	E	
		3	65,720 ×			
RANK	SALARY	4	60,262 ×			
1	96,385 ×			RANK	SALARY	
2	82,932 ×	AVERAGE "*"	78,724	1	181,387 ×	
3	67,300 ×			2	128,524 *	
. 4	60,000 ×	AVERAGE ALL	78,724	3	127,000 ×	
				4	126,720 ×	
AVERAGE "*"	76,654			5	116,099 *	
				6	105,515 *	
AVERAGE ALL	76,654					

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·		-		ACAREMIC DEA	NC -
ACADEMIC DEA		RANK	SALARY	ACADEMIC DEA	
AGRICULTUR	E	4	165,835 ×	ENGINEERIN	6
		5	156,480 ×		
		6	152,760 ×	DANK	SALARY
(CO	NTINUED)	7	133,000 ×	RANK	198,000 ×
		8	125,410 ×	1	_
AVERAGE "*"	130,874	9	122,640 ×	2	176,135 × 143,434 ×
===		10	121,870 ×	3 4	_
AVERAGE ALL	130,874	11	120,000 ×	4 5	143,000 141,803 *
		AMEDAGE #	IVII 347 / FA	6	141,503 ×
ACADEMIC DEA		AVERAGE "	'*" 146,659	7	131,560 ×
	E/ENVIRONMENTAL	4450405	140 000	8	126,558 ×
DESIGN		AVERAGE A	LL 149,008	-	126,550 ×
				9	
RANK	SALARY	ACADEMIC		10	111,188 *
1	130,522 ×	CONTINU	JING EDUCATION		340 440
2	116,391 *			AVERAGE "*"	142,640
3	111,250 ×			*******	3/0/3/
4	103,305 ×	RANK	SALARY	AVERAGE ALL	142,676
5	102,687 ×	1	110,350 ×		
6	100,510 ×	2	108,243 ×	ACADEMIC DEA	INS:
7	98,385 ×	3	96,240 ×	FINE ARTS	
		4	92,971 ×		
AVERAGE "*"	. 109,007	5	85,000 ×		
		6	67,138	RANK	SALARY
AVERAGE ALL	109,007	7	62,422 ×	1	125,000 ×
				2	101,210 *
ACADEMIC DEA	INS:	AVERAGE '	'×" 92,538	3	(95,000)×
ARTS AND S	CIENCES				
		AVERAGE /	ALL 88,909	AVERAGE "*"	107,070
RANK	SALARY	ACADEMIC	DEANS:	AVERAGE ALL	107,070
1	122,004 ×	EDUCAT			•
2	115,023 ×			ACADEMIC DE	ANS:
3	114,613 ×			GRADUATE	
4	110,280 ×	RANK	SALARY		
5	105,547 ×	1	161,288 *		
6	98,487 ×	2	125,004 ×	RANK	SALARY
7	86,835	3	109,235 ×	1	149,400 ×
•	••,•••	4	107,811 ×	. 2	134,002 ×
AVERAGE "*"	110,992	5	107,100 ×	3	(101,416)*
A CONTROL	,	6	107,034 ×	4	99,282 ×
AVERAGE ALL	107,541	7	106,433 ×	5	98,732
AVENAGE ALL	201,212	8	104,354 ×	6	98,510 ×
ACADEMIC DEA	ANS:	9	103,850 ×	7	98,000
BUSINESS/1		10	98,809 ×	8	97,010 ×
MANAGEMENT	•	11	86,383	9	92,700 ×
RANK	SALARY	AVERAGE	"*" 113,092	AVERAGE "*"	110,331
1	197,998 ×			•	
2	172,500	AVERAGE	ALL 110,664	AVERAGE ALL	107,672
3	170,595 ×				

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ACADEMIC DEANS:		RANK SALARY		MEDICAL DEANS:	
LAW		(CONTINUED)		VETERINARY MEDICINE	
		AVERAGE "*"	105,485		
RANK	SALARY			RANK	SALARY
1	185,688 ×	AVERAGE ALL	105,485	1	153,878 ×
2	176,034 ×			2	131,340 ×
3	152,500 ×	ACADEMIC DEA	NS:	3	118,150 ×
4	145,046 *	UNDERGRADU	JATE STUDIES		
5	140,246 ×			AVERAGE "*"	134,456
AVERAGE "*"	159,903	RANK	SALARY	AVERAGE ALL	134,456
		1	118,597 ×		
AVERAGE ALL	159,903	2	96,500	STUDENT SERV	ICES ADMIN.:
		· 3	78,180 ×	CHIEF STUD	ENT SERVICES
ACADEMIC DE	ANS:			OFFICER	
LIBRARY S	CIENCE	AVERAGE "*"	98,389		
				RANK	SALARY
		AVERAGE ALL	97,759	1	136,176 ×
RANK	SALARY			2	129,782 ×
1	117,791 ×	ACADEMIC DEA	NS:	3	115,000
2	(100,000)×	UNIVERSITY	COLLEGE/	4	109,701 ×
3	93,731 ×	GENERAL CO	DLLEGE	5	106,661 ×
4	84,225			6	105,102 ×
		RANK	SALARY	. 7	102,251 ×
AVERAGE "*"	103,841	1	112,827 ×	8	101,181
•	•	. 2	101,000	9	97,253 ×
AVERAGE ALL	98,937	3	92,700 ×	10	96,374 ×
		4	89,722 ×	11	94,650 ×
ACADEMIC DE	ANS:		•	12	85,510 ×
SCIENCE		AVERAGE "*"	98,416	•	
				AVERAGE "*"	106,346
		AVERAGE ALL	99,062		
RANK	SALARY			AVERAGE ALL	106,637
1	191,070 ×	MEDICAL DEAM	4S :	•	
2	149,999 ×	HEALTH-REL	ATED	STUDENT SERV	ICES ADMIN.:
3	118,089 ×	PROFESSION	NAL ·	DIRECTOR O	F HOUSING
4	116,000			•	
		RANK	SALARY		
AVERAGE "*"	153,053	1	114,000	RANK ·	SALARY
		2	99,282 ×	1	92,600 ×
AVERAGE ALL	143,790	3	85,628	2	73,150 ×
				3	69,060 ×
ACADEMIC DEANS:		AVERAGE "*"	99,282	4	67,177 ×
SOCIAL WO	RK			5	63,000 ×
		AVERAGE ALL	99,637	6	60,019 ×
				7	59,119 ×
RANK	SALARY			8	55,601 ×
1	126,000 ×	•		. 9	55,362 *
2	95,696 ×			10	52,058
3	94,760 ×				

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STUDENT SERV	VICES ADMIN.:	RANK S	SALARY	STUDENT SERV	CES ADMIN.:
DIRECTOR OF HOUSING		7 54,457 *		DIRECTOR OF MINORITY/	
		8	48,095 ×	MULTICULTU	RAL AFFAIRS
(0)	ONTINUED)	AVERAGE "*"	76,973	RANK	SALARY
,,,,	J. 11025	AVERNOE	,,	1	(87,000)×
AVERAGE "*"	66,121	AVERAGE ALL	77,522		(77,333)×
RVERROE	33,222			3	59,034 ×
AVERAGE ALL	64,715	STUDENT SER	VICES ADMIN.:	4	55,633 ×
	• • • • • • • • • • • • • • • • • • • •	DIRECTOR		5	26,928 ×
STUDENT SER	VICES ADMIN.:	SERVICES			
DIRECTOR	DF DINING		•	AVERAGE "*"	61,186
SERVICES		RANK	SALARY	,	
		1	70,045 ×	AVERAGE ALL	61,186
RANK	SALARY .	2	68,543 ×		•
1	60,019 *	3	61,893 ×	STUDENT SERV	ICES ADMIN.:
2	55,290 ×	4	55,584 ×	DIRECTOR O	F COUNSELING
3	50,000 ×	5	53,345 ×		
		6	51,325 ×		
AVERAGE "*"	55,103	7	48,500	RANK	SALARY
		8	47,512 ×	1	102,057 ×
AVERAGE ALL	55,103	9	46,994 ×	2	87,384 ×
		10	44,554	3	84,035 ×
STUDENT SER	VICES ADMIN.:			4	74,314 ×
DEAN OF S	TUDENT	AVERAGE "*"	56,905	5	58,270 ×
AFFAIRS				6	57,802
		AVERAGE ALL	54,830	· 7	57,401 ×
RANK	SALARY			8	56,268 ×
1	85,200 ×	STUDENT SER	VICES ADMIN.:	9	46,350
2	74,134 ×	DIRECTOR	OF STUDENT	10	45,000 ×
3	(71,440)×	UNION			
4	69,034 ×			AVERAGE "*"	70,591
5	65,165 ×	RANK	SALARY		
6	62,400 ×	1	84,024 ×	AVERAGE ALL	66,888
7	62,000	2	76,000 ×		·
8	52,463 ×	3	66,987 ×	STUDENT SERV	ICES ADMIN.:
		4	66,035 ×	DIRECTOR O	F INTRAMURAL
AVERAGE "*"	68,548	5	60,442 ×	& RECREATI	ONAL SPORTS
		6	. 59,601 ×	•	
AVERAGE ALL	67,730	7	54,769 ×	RANK	SALARY
٠		8	54,162 *	1	76,650 ×
STUDENT SER	VICES ADMIN.:	9	52,561 ×	2	69,035 ×
DIRECTOR	OF STUDENT	10	39,192	3	(61,620)*
HEALTH CE	NTER			4	60,146 ×
		AVERAGE "*"	63,842	5	53,964 ×
RANK	SALARY			6	53,266 ¥
1	101,034 ×	AVERAGE ALL	. 61,377	7	50,504 ¥
2	87,633 ×			8	47,736 ×
3	86,875 ×			9	36,235 ×
4	85,204 ×	·		10	28,555 ×
5	81,370				
6	75,510 ×				

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STUDENT SERV	VICES ADMIN.:	RANK S	ALARY	DEVEL OPHENT	ADMINISTRATORS:
	F INTRAMURAL	5	63,221 ×		LOPMENT OFFICER
	ONAL SPORTS	6	60,247 ×	J., J., J.,	. LOTTILITY OF TABLE
u KLOKEKIZ		7	57,751 ×		
(00	NTINUED)	. 8	57,360 ×	RANK	SALARY
, , ,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	9	47,656 ×	1	164,500 ×
AVERAGE "*"	53,771	10	46,426	2	140,134 *
AVERAGE -			40,420	3	125,000 ×
AVERAGE ALL	53,771	AVERAGE "*"	71,303	4	118,010 ×
AVERAGE ALE	55,771	AVERAGE -	71,505	5	110,000 ×
STUDENT SERV	ICES ADMIN.:	AVERAGE ALL	68,816	6	101,000 =
	F INTERNATIONAL	AVERAGE ALL	00,010	7	71,499 ×
STUDENT SE		STUDENT SERV	TOES ADMIN .	•	/ 1) 777 ×
STODENT SE	RVICES		F FINANCIAL	AVEDACE THE	121 526
RANK	SALARY	· AID	r rinancial	AVERAGE "*"	121,524
1		, MID		AMERAGE ALL	110 (02
2	77,259 × 60,243 ×	DANK	CALABY	AVERAGE ALL	118,602
3	-	RANK	SALARY	DENEL OBMENT	ARMINICIRATORS.
4	53,020 ×	1	87,651 ×		ADMINISTRATORS:
	48,776 ×	2	80,256 ×		IC RELATIONS
5	(44,028)×	. 3	68,742 ×	OFFICER	•
6	37,375 ×	4	68,567 ×		
		5	67,558	RANK	SALARY
AVERAGE "*"	53,450	6	56,650 ×	1	143,500 ×
		7	54,977 ×	2	76,527 ×
AVERAGE ALL	53,450	. 8	54,193 ×	3	73,906 ×
		9	53,371 ×	4	63,520 ×
STUDENT SERV	/ICES ADMIN.:	10	50,033 ×	5	39,431 ×
DIRECTOR C	OF STUDENT	11	49,000		
ACTIVITIES				AVERAGE "*"	79,377
		AVERAGE "≭"	63,827		
RANK	SALARY			AVERAGE ALL	79,377
1	66,034 × '	AVERAGE ALL	62,818		
2	54,355 ×			DEVELOPMENT	ADMINISTRATORS:
3	41,410 ×	DEVELOPMENT	ADMINISTRATORS:	DIRECTOR (OF PUBLIC
4	40,729 ×	CHIEF ADVA	NCEMENT OFFICER	RELATIONS	
5	38,840				
6	37,536 ×		•	RANK -	SALARY
7	33,619 ×	RANK	SALARY	1	(95,604)×
•		1	119,525 ×	2	90,000 ×
AVERAGE "*"	45,614	2	107,935 ×	3	84,903 ×
		3	107,216 *	4	61,234 ×
AVERAGE ALL	44,646	4	105,373 ×	5	59,360 ×
		•		6	54,605 ×
STUDENT SERV	VICES ADMIN.:	AVERAGE "*"	110,012	7	52,567 ×
DIRECTOR O	OF ADMISSIONS			8	46,866
		AVERAGE ALL	110,012	9	42,000 ×
RANK	SALARY			AVERAGE "*"	67,534
1	103,000 ×				
2	96,241 ×	•	,	AVERAGE ALL	65,238
3	90,000 ×		•		
4	66,254 ×				
•	VV/237 ~				

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DEVELOPMENT ADMINISTRATORS:		INFO MANAGEM	ENT ADMINISTRATOR:	RESEARCH ADMINISTRATORS:	
DIRECTOR OF	DEVELOPMENT	DIRECTOR OF COMPUTING		CHIEF RESE	ARCH OFFICER
		SERVICES			
RANK	SALARY	RANK	SALARY	RANK .	SALARY
1	90,000 ×	1	89,627 ×	1	174,658 ×
2	83,996 ×		(87,360)×	2	142,810 *
3	81,436 ×	3	87,127 ×	3	141,034 *
4	45,381 ×	4	78,000 ×	_	(123,840)*
. •	45)501 ^	5	75,870 ×	5	113,030 ×
AVERAGE "*"	75,203	6	75,222	6	112,476 *
AVERAGE	. 75,205	7	73,354 ×	7	105,397 ×
AVERAGE ALL	75,203	•	10,054	8	98,510 ×
AVERAGE ALL	75,205	AVERAGE "*"	81,890	9	97,010 ×
DEVELOPMENT	ADMINICIPATORS.	AVERAGE ~	01,070	,	71,020 ~
	ADMINISTRATORS:	AVERAGE ALL	80,937	AVERAGE "X"	123,196
DIRECTOR OF	r ALUMNI	AVERAGE ALL	00,737	AVERAGE A	123,170
SERVICES		THEO MANAGEM	ENT ARMINICIPATOR.	AVERAGE ALL	127 104
			ENT ADMINISTRATOR:	AVERAGE ALL	123,196
RANK	SALARY	DIRECTOR O		BECEAROU ADM	THICTDATABC.
1	83,996 ×	COMPUTING	2EKATCE2		INISTRATORS: F research service
2	80,808 *	B 4 4 11/	CALABY	DIRECTOR O	L KESEAKCH SEKATCE
3	79,510 ×	RANK	SALARY		
4	73,954 ×	1	173,708 ×	D4411/	CALABY
5	65,593 ×	2	96,700 ×	RANK	SALARY
6	61,543 ×	3	73,530 ×	1	127,110 *
7	49,980 ×	4	72,619 ×	2	79,598 ×
8	45,673 ×	5	65,414 ×	3	77,000
9	38,390	6	58,600	4	73,923 ×
				5	69,010 ×
AVERAGE "*"	67,632	AVERAGE "*"	96,394	6	67,553 ×
			•	7	66,719 ×
AVERAGE ALL	64,383	AVERAGE ALL	90,095	8	64,237
			•	9	60,719 ×
INFO MANAGEM	ENT ADMINISTRATOR:		ENT ADMINISTRATOR:	10	55,353 ×
CHIEF OF I	NFORMATION	DIRECTOR OF ADMINISTRATIVE			
MANAGEMENT		COMPUTING	SERVICES	AVERAGE "*"	74,998
RANK	SALARY	RANK	SALARY	AVERAGE ALL	74,122
1	97,782 ×	1	87,739 ×	AVERAGE ALL	74,222
	96,806 ×	2	86,500 ×	OTHER ADMINI	CTPATOPC .
2 · 3	85,000 ×	3	73,358 ×		TO THE CHIEF
	83,296 ×	. 4	65,414 ×	EXECUTIVE	
4	-	5	65,300	EXECUITAE	OI I ZCER
5	81,770 × 79,850 ×	9	69,300	RANK	SALARY
6	77,050 ×	AVEDAGE WAN	70 257		
AVERAGE "*"	97 003	AVERAGE "*"	78,253	1 2	118,000 * 112,034 *
AVERAGE "*"	87,901	AVERAGE ALL	75 449	3	
AUFRAGE AL:	07 617 ·	AVERAGE ALL	75,662	4	91,118 × 76,694 ×
AVERAGE ALL	87,417				
	•		•	5	76,000 ×
				6	73,700
				7	69,384 ×
				8	64,272 ×

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OTHER ADMINISTRATORS:					
ASS	STANT	TO	·THE	CHIEF	
EXEC	CUTIVE	OF	FICE	₹	

OTHER ADMINISTRATORS: **HEAD OF LEGISLATIVE/ GOVERNMENTAL RELATIONS**

RANK	SALARY	RANK	SALARY
(CONTINUE	D)	1	108,216 ×
9	52,728 ×	2	106,000 ×
		3	96,708 ×
AVERAGE "*"	82,529	4	93,630 ×
		5	90,633 ×
AVERAGE ALL	81,548	6	57,660 ×

OTHER ADMINISTRATORS: DIRECTOR OF AFFIRMATIVE AVERAGE "*" 92,141

ACTIONS

AVERAGE ALL 92,141

RANK	SALARY
1	68,251 ×
2	67,043 ×
3	65,035 ×
4	61,045 ×
5	59,620 ¥
6	(54,504) *
7	50,000 ¥

AVERAGE "*" 60,785

AVERAGE ALL 60,785

OTHER ADMINISTRATORS: LEGAL COUNSEL

RANK	SALARY
1	124,000 ×
2	110,360 ×
3	(106,000)×
4	100,656 ×
5	88,615
6	83,212 ×
7	76,000 ×
8	71,946 ×
Average "*"	96,025

95,099

AVERAGE ALL

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TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG EIGHTY-SEVEN UNIVERSITIES REPRESENTING FORTY-FIVE STATES BY EMPLOYMENT OPPORTUNITY REGIONS

-DENVER REGION-

The Denver Region as defined by the Equal Employment Opportunity Commission includes the states of Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming. The Universities participating from this region are:

- *COLORADO STATE UNIVERSITY
- *MONTANA STATE UNIVERSITY-BOZEMAN
- *NORTH DAKOTA STATE UNIVERSITY
- *UNIVERSITY OF COLORADO AT BOULDER
- *UNIVERSITY OF NORTHERN COLORADO
- *UNIVERSITY OF UTAH
- *UNIVERSITY OF WYOMING
- *UTAH STATE UNIVERSITY



CHIEF EXECUTIVE OFFICER:		FINANCIAL AD	MINISTRATOR:	FINANCIAL ADMINISTRATOR:	
MULTI-CA	AMPUSES CHIEF	ASSOC. VP FOR		BUDGET DIRECTOR	
EXECUTIVE OFFICER		MANAGEMENT	& BUDGET		
		•	,		
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	185,000 ×	1	147,309 ×	1	103,000 ×
2	171,630 ×	2	77,500 ×	2	91,400 ×
3	106,856 ×	3	76,380 ×	3	87,270 ×
				4	81,432 ×
AVERAGE "	*" 154,495	AVERAGE "*"	100,396	5	69,501 ×
				6	49,464 ×
AVERAGE AL	L 154,495	AVERAGE ALL	100,396	7	35,700 ×
CHIEF EXEC	CUTIVE OFFICER:	FINANCIAL AD	MINISTRATOR:	AVERAGE "*"	73,967
SING. UN	NIT INSTITUTION	· INTERNAL A	UDITOR	•	
CHIEF EX	CEC. OFFICER			AVERAGE ALL	73,967
RANK	SALARY	RANK	SALARY	FINANCIAL AD	MINISTRATOR:
1	171,600 ×	1	79,975 ×	DIRECTOR O	F RESEARCH
2	166,305 ×	2	65,000 ×	ACCOUNTING	
3	148,720 ×	3	62,460 ×		
4	129,840 ×	4	62,118 ×	RANK	SALARY
5	125,000 ×	5	49,572 ×	1	71,532 *
6	123,650 ×	-6	41,856 ×	2	71,064 ×
		7	34,330 ×	3	46,422 ×
AVERAGE "	*" 144,186				
		AVERAGE "*"	56,473	AVERAGE "*"	63,006
AVERAGE AL	LL 144,186				
		AVERAGE ALL	56,473	AVERAGE ALL	63,006
FINANCIAL	ADMINISTRATOR:				
CHIEF F	INANCIAL	FINANCIAL ADMINISTRATOR:		FINANCIAL ADMINISTRATOR:	
OFFICER		DIRECTOR OF ACCOUNTING		TREASURER	OR BURSAR
RANK	CALABY	CONTROLLER			
RANK 1	SALARY	RANK	041.457		0.41.450
2	125,560 * 124,359 *		SALARY	RANK	SALARY
3	105,823 ×	1 2	94,928 × 86,405 ×	1 2	77,305 ×
4	102,900 ×	3			71,000 ×
5	97,272 ×	4 .	64,541 * 62,500 *	3	60,568 ×
6	96,500 ×	5	59,724 ×	AVEDACE ###	
7	96,425 ×	6	58,432 ×	AVERAGE "*"	69,624
8	91,836 ×	7	56,260 ×	AVEDACE ALL	40 426
Ū	/1/000 ×	8	49,549 ×	AVERAGE ALL	69,624
AVERAGE "	×" 105,084	•	47,547 -	ETNANCTAL AD	MINISTRATOR:
AVERAGE	203,004	AVERAGE "*"	66,542		F PURCHASING
AVERAGE AL	LL 105,084	ATENAGE #	VV , 37E	DIKECIOK O	· FUNCHMOING
AVERAGE AL	105,000	AVERAGE ALL	66,542		
		ATEMPOE REE	VV)376	RANK	SALARY
				1	79,400 ×
			٠	2	68,649 ×
				3	66,070 ×
		•		4	53,600 ×
				. 7	20,000 ×

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FINANCIAL ADM	IINISTRATOR:	FINANCIAL ADM	INISTRATOR:	FINANCIAL AD	INISTRATOR:
DIRECTOR OF	PURCHASING	DIRECTOR OF	FACILITIES	DIRECTOR OF	F HEALTH &
		PLANNING		ENVIRONMENTAL SAFETY	
RANK	SALARY	RANK	SALARY	RANK	SALARY
(CONTINUED		1	94,100 ×	1	72,850 ×
5	50,950 ×	2	75,425 ×	2	72,000 ×
6	41,868 ×	3	68,500 ×	3	58,000 ×
7 .	41,758 ×	4	66,939 ×	4	57,192 ×
•	41,750	5	65,295 ×	5	42,380 ×
AVERAGE "*"	57,471	6	61,620 ×	_	,
AVERAGE ~	37,472	7	47,311 ×	AVERAGE "*"	60,484
AVERAGE ALL	57,471	•	,		
AVENAGE ALL	2.,	AVERAGE "*"	68,456	AVERAGE ALL	60,484
FINANCIAL ADM	INISTRATOR:			•	
DIRECTOR OF	PERSONNEL	AVERAGE ALL	68,456	ACADEMIC ADM	INISTRATORS: Emic officer
		FINANCIAL AD	MINISTRATOR:		
RANK	SALARY	DIRECTOR O	F PHYSICAL		
1	84,600 ×	PLANT		RANK	SALARY
2	81,670 ×			1	147,390 ×
3	80,000 ×	RANK	SALARY	2 .	135,000 ×
4	71,900 ×	1	107,935 ×	3	126,950 ×
5	61,911 ×	2	80,000 ×	4	120,000 ×
6 .	56,484 ×	3	72,000 ×	5	118,968 ×
7	55,445 ×	4	67,062 ×	6	101,500 ×
8	51,613 ×	5	64,900 ×	.7	99,000 ×
	•	. 6	64,884 ×	8	91,800 ×
AVERAGE "*"	67,953	7	62,831 ×		
		•		AVERAGE "*"	117,576
AVERAGE ALL	67,953	AVERAGE "*"	74,230		
				AVERAGE ALL	117,576
FINANCIAL AD	MINISTRATOR:	AVERAGE ALL	74,230	•	
DIRECTOR O	F PAYROLL			ACADEMIC ADM	INISTRATORS:
		FINANCIAL ADMINISTRATOR:		INTERNATIO	NAL EDUCATION
		DIRECTOR O	F PUBLIC	ADMINISTRA	TOR
RANK	SALARY	SAFETY		•	
1	76,035 ×			RANK	SALARY
2	60,000 ×	RANK	SALARY	1	96,000 ×
3	42,684 ×	1	87,000 ×	2	69,220 ×
4	37,452 ×	2	72,500 ×	3`	68,481 ×
5	37,417 ×	3	53,304 ×	4	63,648 ×
6	37,038 ×	. 4	48,579 ×		
		5	39,605 ×	AVERAGE "*"	74,337
AVERAGE "*"	48,438				
	·	AVERAGE "*"	60,198	AVERAGE ALL	74,337
AVERAGE ALL	48,438	AVERAGE ALL	60,198		
		ATTRACT ALL	00,270		

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ACADEMIC ADM	INISTRATORS:	DANU			
DEAN/DIREC		RANK S	SALARY	RANK	SALARY
	MANAGEMENT	3	65,087 ×	(()	NTINUED)
ENROLLFIENT	HARAGERERI	4	62,400 ×	AMERAGE ON	
RANK	SALARY	5	53,708 ×	AVERAGE "*"	99,833
1	86,200 ×	9	51,060 ×		
2	72,820 ×	AVEDACE ###	40 510	AVERAGE ALL	99,833
3	(72,520)×	AVERAGE "*"	60,512	404DENTO DE 4	
4	61,200 ×	AVERAGE ALL	40 E12	ACADEMIC DEA	
•	01,200 ×	AVERAGE ALL	60,512	BUSINESS/I	
AVERAGE "*"	73,185	ACABEMIC ADM	INISTRATORS:	MANAGEMENT	
AVERAGE ~	73,103	REGISTRAR	IINISIKATUKS:	RANK	
AVERAGE ALL	73,185	REGISTRAR		1	SALARY
AVERAGE REE	73,103			_	136,000 *
ACADEMIC ADM	ITNICIDATADO.	· RANK	CALABY	2	135,000 *
	F LIBRARIES	1	SALARY	3	124,525 *
DIRECTOR O	r LIBRARIES	-	76,749 ×	4	99,132 ×
		2	65,484 ×	5	99,097 ×
RANK	CALABY	3	(61,123)×	6	98,000 ×
	SALARY	4	58,160 ×	7	92,781 ×
1	111,000 ×	. 5	57,276 ×	8	91,200 ×
2	110,554 *	6	55,104 ×		
3	104,000 ×	7	48,000 ×	AVERAGE "*"	109,467
4	89,000 ×				
5	82,840 ×	AVERAGE "*"	60,271	AVERAGE ALL	109,467
6	81,672 ×				
7	70,000 ×	AVERAGE ALL	60,271	ACADEMIC DEA	NS:
8	65,837 ×		•	CONTINUING	EDUCATION
		ACADEMIC DEA			
AVERAGE "*"	89,363	AGRICULTUR	RE		
				RANK	SALARY
AVERAGE ALL	89,363			, 1	95,190 ×
		RANK	SALARY	2	83,612 ×
ACADEMIC ADM		1	102,957 ×	3	83,230 ×
MUSEUM DIR	ECTOR	2	98,712 ×	4	83,000 ×
		3	94,990 ×		
		4	87,290 ×	AVERAGE "*"	86,258
RANK	SALARY				
1	82,351 ×	AVERAGE "*"	95,987	AVERAGE ALL	86,258
2	76,800 ×				
3	73,522 ×	AVERAGE ALL	95,987	ACADEMIC DEA	INS:
4	72,980 `*			EDUCATION	
		ACADEMIC DEA			•
AVERAGE "*"	76,413	ARTS AND S	CIENCES		
				RANK	SALARY
AVERAGE ALL	76,413			1	112,372 ×
		RANK	SALARY	2	92,004 ×
ACADEMIC ADM		1	134,000 ×	3	91,504 ×
	F INSTITUTIONAL	2	96,312 ×	4	91,226 ×
RESEARCH		3	85,000 ×	5	.88,175 ×
		4	84,019 ×	6	83,546 ×
RANK	SALARY		•	7	82,901 ×
1	70,306 ×				

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ACADEMIC DEANS:		RANK SALARY		STUDENT SERVICES ADMIN.:	
EDUCATION		(CONTINUED)		DIRECTOR OF HOUSING	
		AUEDAGE NYN	100 777	•	
(60)	TTANIEN\	AVERAGE "*"	120,333	RANK .	SALARY
(CON	ITINUED)	AVEDACE ALL	120,333	1	83,072 ×
AUFDAGE WEN	A1 47E	AVERAGE ALL	120,555	2	82,000 ×
AVERAGE "*"	91,675	ACADEMIC DEA	Ne .	_	65,806)×
AVERACE ALL	A1 47E	SCIENCE	NJ.	4	62,500 ×
AVERAGE ALL	91,675	SCIENCE		5	62,400 ×
ACADEMIC DEAN	ie.			6	61,200 ×
ENGINEERING		RANK	SALARY	7	55,008 ×
ENGTHEEKTHO		1	117,300 ×	8	41,594 ×
		2	116,080 *	· ·	12,2 ,1
RANK	SALARY	. 3	109,357 ×	AVERAGE "*"	64,198
	162,163 ×	4	90,500 ×	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
	143,000 ×	•	,0,200 w	AVERAGE ALL	64,198
3	111,100 *	AVERAGE "*"	108,309	: .	,
4	110,405 ×	NVERNOE	200,007	STUDENT SERV	CES ADMIN.:
5	106,920 ×	AVERAGE ALL	108,309	DIRECTOR OF	
6	95,109 ×		200,000	SERVICES	
7	85,313 ×	MEDICAL DEAN	S:		
•	02,020	HEALTH-REL		RANK	SALARY
AVERAGE "*"	116,287	PROFESSION	AL	1	59,675 ×
NVERNOE	220,20,			2	58,500 ×
AVERAGE ALL	116,287	RANK	SALARY	3	53,040 ×
	220,207	1	113,960 ×	4	53,000 ×
ACADEMIC DEAM	NS:	2	101,112 ×	5	50,103 ×
GRADUATE		3	89,143 ×		
			•	AVERAGE "*"	54,864
		AVERAGE "*"	101,405		
RANK	SALARY			AVERAGE ALL	54,864
1	125,952 ×	AVERAGE ALL	101,405		
2	106,100 *			STUDENT SERV	CES ADMIN.:
3	98,210 ×	STUDENT SERV	ICES ADMIN.:	DEAN OF ST	JDENT
4	95,700 ×	CHIEF STUD	ENT SERVICES	AFFAIRS	
5	90,932 ×	OFFICER			
6	68,220 ×			RANK	SALARY
		RANK	SALARY	. 1	75,000 ×
AVERAGE "*"	97,519	1	118,000 ×	2	62,160 ×
		2	114,368 ×	3	58,703 ×
AVERAGE ALL	97,519	3	105,000 ×	4	54,624 ×
		4	90,020 ×		
ACADEMIC DEAM	NS:	5	86,275 ×	AVERAGE "*"	62,622
LAW		6	83,640 ×		
		7	81,868 ×	AVERAGE ALL	62,622
RANK	SALARY	AVERAGE "*"	97,024		
1	139,000 ×				
_	134,160 ×	AVERAGE ALL	97,024		
2	134,100 -	MACHINGE WEE	,,, ,,		

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STUDENT SERV	ICES ADMIN.:	STUDENT SERV	ICES ADMIN.:	STUDENT SERV	ICES ADMIN.:
DIRECTOR OF STUDENT		DIRECTOR OF MINORITY/		DIRECTOR OF INTERNATIONAL	
HEALTH CENT	TER	MULTICULTU	MULTICULTURAL AFFAIRS		RVICES
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	99,960 ×	1	71,050 ×	1	52,350 ×
2	98,500 ×	2	58,888 ×	2	45,900 ×
3	72,000 ×	3	51,288 ×	3	41,592 ×
4	53,028 ×	4	41,677 ×	4	41,343 ×
5	50,703 ×	5	41,550 ×	5	40,242 ×
		6	40,368 ×		-
AVERAGE "*"	74,838			AVERAGE "*"	44,285
		AVERAGE "*"	50,804		•
AVERAGE ALL	74,838		-	AVERAGE ALL	44,285
	-	· AVERAGE ALL	50,804		,
STUDENT SERV	ICES ADMIN.:		- •	STUDENT SERV	ICES ADMIN.:
DIRECTOR OF	F CAREER	STUDENT SERV	ICES ADMIN.:		F ADMISSIONS
SERVICES			F COUNSELING		
RANK	SALARY			RANK	SALARY
1	64,078 ×	RANK	SALARY	1	78,931 ×
2	56,000 ×	1	90,500 ×	2	74,500 ×
3	54,010 ×		(80,855)×	3	60,792 ×
4	49,393 ×	3	73,700 ×	4	57,830 ×
5	47,424 ×	4	64,210 ×	•	2.,000
6	46,691 ×	5	55,452 ×	AVERAGE "*"	68,013
7	46,568 ×	6	54,091 ×	NVENNOE	00,010
8	46,267 ×	7	45,473 ×	AVERAGE ALL	68,013
AUEDAGE NAM	F3 704	*******			
AVERAGE "*"	51,304	AVERAGE "*"	66,326	STUDENT SERV	
AUEDAGE ALL	F3 74/		==.		F FINANCIAL
AVERAGE ALL	51,304	AVERAGE ALL	66,326	AID	
STUDENT SERV	ICES ADMIN.:	STUDENT SERV	ICES ADMIN.:	RANK	SALARY
DIRECTOR OF	F STUDENT	DIRECTOR O	F INTRAMURAL	1	85,708 ×
UNION		& RECREATI	ONAL SPORTS	2	58,305 ×
				3	53,832 ×
RANK	SALARY	RANK	SALARY	4	53,646 ×
1	80,168 ×	1	71,486 ×	5	53,418 ×
2	74,000 ×	2	59,100 ×	6	48,000 ×
3	(66,304)×	3	49,600 ×	7	47,500 ×
4	59,038 ×	4	48,038 ×		
5	52,008 ×	5	35,975 ×	AVERAGE "*"	57,201
6	49,474 ×				•
7	49,000 ×	AVERAGE "*"	52,840	AVERAGE ALL	57,201
8	46,053 ×		-		· -
	-	AVERAGE ALL	52,840	DEVELOPMENT	ADMINISTRATORS:
AVERAGE "*"	59,506		•		LOPMENT OFFICER
AVERAGE ALL	59,506				
				RANK	SALARY
				1	110,854 ×

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DEVELOPMENT A	ADMINISTRATORS:	RANK S	SALARY	RESEARCH ADM	INISTRATORS:
CHIEF DEVELOPMENT OFFICER		6 45,675 ×		CHIEF RESE	ARCH OFFICER
J.,		-	,		·
		AVERAGE "*"	55,333		
RANK	SALARY		• *	RANK	SALARY
(CONTINUE	0)	AVERAGE ALL	55,333	1	144,500 ×
2	101,700 ×			2	130,771 ×
3	91,642 ×	INFO MANAGEM	MENT ADMINISTRATOR:	3	113,700 ×
		CHIEF OF I	INFORMATION	4	100,817 ×
AVERAGE "*"	101,399	MANAGEMENT	Г	5	95,304 ×
AVERAGE ALL	101,399	RANK	SALARY	AVERAGE "*"	117,018
•		1	105,000 *		
DEVELOPMENT A	ADMINISTRATORS:	2	100,000 ×	AVERAGE ALL	117,018
DIRECTOR OF	F PUBLIC .	3	99,800 ×		
RELATIONS		4	91,340 ×	RESEARCH ADM	INISTRATORS:
		5	83,000 ×	DIRECTOR O	F RESEARCH SERVICE
RANK	SALARY				
1	84,081 ×	AVERAGE "*"	95,828		•
2	75,551 ×			RANK	SALARY
3	61,900 ×	AVERAGE ALL	95,828	1	93,704 ×
4	58,440 ×		•	2	89,188 ×
5	36,382 ×	INFO MANAGEN	MENT ADMINISTRATOR:	3	71,532 ×
		DIRECTOR (OF COMPUTING	4	68,628 ×
AVERAGE "*"	63,271	SERVICES		5	67,100 ×
				6	55,613 ×
AVERAGE ALL	63,271	RANK	SALARY		
		1	102,720 ×	AVERAGE "*"	74,294
DEVELOPMENT	ADMINISTRATORS:	2	85,200 ×		
DIRECTOR O	F DEVELOPMENT	3	62,500 ×	AVERAGE ALL	74,294
		4	56,244 ×		
				AGRICULTURAL	ADMINSTRATORS:
RANK	SALARY	AVERAGE "*"	76,666	DIRECTOR O	F COOPERATIVE
1	86,802 ×			EXTENSION	
2	60,594 ×	AVERAGE ALL	76,666		
3	57,915 ×			RANK	SALARY
4	53,052 ×	INFO MANAGE	MENT ADMINISTRATOR:	1	99,000 ×
	•		OF ACADEMIC	2	96,168 ×
AVERAGE "*"	64,591	COMPUTING	SERVICES	3	90,000 ×
		•		4	87,551 ×
AVERAGE ALL	64,591	RANK	SALARY	5	85,313 ×
	,	1	103,300 ×		•
DEVELOPMENT	ADMINISTRATORS:	2	73,600 ×	AVERAGE "*"	91,606
DIRECTOR O		3	40,700 ×		
SERVICES		-		AVERAGE ALL	91,606
J 7 1 0 L J		AVERAGE "*"	72,533		,
RANK	SALARY		· - ,	AGRICULTURAL	ADMINSTRATORS:
1	77,950 ×	AVERAGE ALL	72,533		F AGRICULTURAL
2	58,400 ×	net	, _ •	EXPERIMENT	
3	52,403 ×	•		En Engilli	
4	50,972 ×			RANK	SALARY
5	46,596 ×			1	119,000 ×
9	70)270 ×			-	/,

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AGRICULTURAL	ADMINSTRATORS:	RANK	SALARY
DIRECTOR OF	AGRICULTURAL	2	89,640 ×
EXPERIMENT	STATION	3	85,900 ×
		4	69,174 ×
RANK	SALARY	5	64,300 ×
(CONTINUE))	6	50,906 ×
2	107,142 *		
3	85,313 ×	AVERAGE "*	" 81,861
AVERAGE "*"	103,818	AVERAGE AL	L 81,861
AVERAGE ALL	103,818		NISTRATORS: Legislative/
OTHER ADMINIS	CTDATODC.		NTAL RELATIONS
	TO THE CHIEF	. GOVERNIE	NIAL RELATIONS
EXECUTIVE (RANK	SALARY
LACCOTTAL	JI I IÇER	1	80,710 ×
RANK	SALARY	2	72,000 ×
1	77,782 ×	3	470,900 ×
2	70,063 ×	4	60,900 ×
3	70,000 ×	•	00,700 ~
4	68,481 ×	AVERAGE "*	" 71,128
5	65,006 ×	AVERAGE ~	71,120
-		AVERAGE AL	L 71,128
AVERAGE "*"	70,266		. ,1,120
AVERAGE ALL	70,266		

OTHER ADMINISTRATORS:
DIRECTOR OF AFFIRMATIVE
ACTIONS

RANK	SALARY
1	68,350 ×
2	67,600 ×
3	67,305 ×
4	59,700 ×
5 ·	53,580 ×
6	51,765 ×
7	46,344 ×
8	44,478 ×
VERAGE "*"	57,390

OTHER ADMINISTRATORS: LEGAL COUNSEL

57,390

AVERAGE ALL

RANK SALARY
1 131,246 *

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TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG EIGHTY-SEVEN UNIVERSITIES REPRESENTING FORTY-FIVE STATES BY EMPLOYMENT OPPORTUNITY REGIONS

-KANSAS CITY REGION-

The Kansas City Region as defined by the Equal Employment Opportunity Commission includes the states of Iowa, Kansas, Missouri, and Nebraska. The Universities participating from this region are:

- *IOWA STATE UNIVERSITY
- *KANSAS STATE UNIVERSITY
- *UNIVERSITY OF KANSAS
- *UNIVERSITY OF MISSOURI-COLUMBIA
- *UNIVERSITY OF MISSOURI-KANSAS CITY



CHIEF EXECUTIVE OFFICER:		RANK SALARY		FINANCIAL ADMINISTRATOR:	
SING. UNIT	T INSTITUTION	(CO	NTINUED)	DIRECTOR OF	
CHIEF EXEC	C. OFFICER			•	
		AVERAGE "*"	51,932		
RANK.	SALARY		•	RANK	SALARY
1	198,000 ×	AVERAGE ALL	51,932	1	48,382 ×
2	162,800 ×			2	46,266 ×
3	154,913 ×	FINANCIAL AD	MINISTRATOR:	3	42,393 ×
4	150,000 ×	DIRECTOR O	F ACCOUNTING	4	27,773 ×
		CONTROLLER			
AVERAGE "*"	166,428			AVERAGE "*"	41,204
		RANK	SALARY		
AVERAGE ALL	166,428	1	94,500 ×	AVERAGE ALL	41,204
	•	2	79,156 ×		
FINANCIAL AT	DMINISTRATOR:	. 3	78,158 ×	FINANCIAL AD	MINISTRATOR:
CHIEF FINA	ANCIAL	4	63,880 ×	DIRECTOR OF	F PERSONNEL
OFFICER					
		AVERAGE "X"	78,924		
RANK	SALARY			RANK	SALARY
1	146,300 ×	AVERAGE ALL	78,924	1	80,877 ×
2	144,200 ×			2	77,100 ×
3	129,000 ×	FINANCIAL AD	MINISTRATOR:	3	70,967 ×
4	113,958 ×	BUDGET DIR	ECTOR	4	70,500 ×
5	80,300 ×				
				AVERAGE "*"	74,861
AVERAGE "*"	122,752	RANK	SALARY		
		1	136,000 ×	AVERAGE ALL	74,861
AVERAGE ALL	122,752	2	81,750 ×		-
		3	71,550 ×	FINANCIAL AD	MINISTRATOR:
FINANCIAL AL	DMINISTRATOR:	4	62,712 ×	DIRECTOR O	F PAYROLL
ASSOC. VP	FOR	5	52,620 ×		
MANAGEMENT	T & BUDGET				
		AVERAGE "*"	80,926	RANK	SALARY
RANK	SALARY			1	73,500 ×
1	(95,814)×	AVERAGE ALL	80,926	2	63,768 ×
2	90,000 ×			3	53,500 ×
3	87,622 ×	FINANCIAL AD	MINISTRATOR:	4	50,245 ×
		DIRECTOR O	F PURCHASING	5	43,882 ×
AVERAGE "*"	91,145				-
			•	AVERAGE "*"	56,979
AVERAGE ALL	91,145	RANK	SALARY	•	-
	•	1	96,950 ×	AVERAGE ALL	56,979
FINANCIAL A	DMINISTRATOR:	2	92,800 ×		
INTERNAL A	AUDITOR	3	62,000 ×	FINANCIAL AD	MINISTRATOR:
		4	59,200 ×	DIRECTOR O	F FACILITIES
		5	55,575 ×	PLANNING	
RANK	SALARY	6	(54,119)*		
1	59,691 ×			RANK	SALARY
2 .	57,655 ×	AVERAGE "X"	70,107	1	76,159 ×
3	47,380 ×			2	66,963 ×
4	43,000 ×	AVERAGE ALL	70,107	- . 3	65,810 ×
	•				-

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* = NASULGC

TABLE II (CONTINUED) KANSAS CITY REGION

FINANCIAL ADM	INISTRATOR: Facilities		SALARY Ntinued)	ACADEMIC ADM: Museum diri	
PLANNING					
		AVERAGE "*"	71,838		
(CON	(TINUED)			RANK	SALARY
		· AVERAGE ALL	71,838	1	102,382 ×
AVERAGE "*"	69,644			2	88,168 ×
		ACADEMIC ADM	INISTRATORS:	3	61,800 ×
AVERAGE ALL	69,644	CHIEF ACAD	EMIC OFFICER	4	61,127 *
FINANCIAL ADM	INISTRATOR:			AVERAGE "*"	78,369
DIRECTOR OF	PHYSICAL	RANK	SALARY		
PLANT		1	168,000 ×	AVERAGE ALL	78,369
		2	161,300 ×		
RANK	SALARY .	3	135,000 ×	ACADEMIC ADM	INISTRATORS:
1	87,064 ×	4	130,000 ×	DIRECTOR O	F INSTITUTIONAL
2	85,574 ×	5	125,898 ×	RESEARCH	
3	78,563 ×			; .	
4	72,610 ×	AVERAGE "*"	144,040	RANK	SALARY
5	68,400 ×			1	92,597 ×
. 6	63,000 ×	AVERAGE ALL	144,040	2	79,600 ×
				3	76,579 ×
AVERAGE "*"	75,869	ACADEMIC ADM	INISTRATORS:	4	76,498 ×
		INTERNATIO	NAL EDUCATION	5	69,200 ×
AVERAGE ALL	75,869	ADMINISTR#			
				AVERAGE "*"	78,895
FINANCIAL AD	MINISTRATOR:	RANK	SALARY	·	
DIRECTOR O	F PUBLIC	1	107,513 ×	AVERAGE ALL	78,895
SAFETY		2	88,310 ×		
		3	82,620 ×	ACADEMIC ADM	INISTRATORS:
RANK	SALARY	4	77,301 ×	REGISTRAR	
1	69,320 ×				
2	66,900 ×	AVERAGE "*"	88,936		
3	66,234 ×			RANK	SALARY
4	66,200 ×	AVERAGE ALL	88,936	1	86,000 ×
· 5	60,250 ×			2	·67,000 ×
6	54,200 ×	ACADEMIC ADM	INISTRATORS:	3	64,000 ×
		DIRECTOR (OF LIBRARIES	4	60,483 ×
AVERAGE "*"	63,851	•		5	59,234 ×
				6	54,530 ×
AVERAGE ALL	63,851	RANK	SALARY		
	•	1	124,000 ×	AVERAGE "X"	65,208
FINANCIAL AD	MINISTRATOR:	2	110,000 ×		
DIRECTOR O	F HEALTH &	3	106,915 ×	AVERAGE ALL	65,208
ENVIRONMEN'	TAL SAFETY	4	106,745 ×		
		5	95,000 ×	ACADEMIC DEA	NS:
RANK	SALARY	6	93,812 ×	AGRICULTUR	E
1	94,450 ×				
2	75,500 ×	AVERAGE "*"	106,079		
3	60,000 ×			RANK	SALARY
4	57,400 ×	AVERAGE ALL	106,079	1	144,200 ×
	-		=	2	128,500 ×

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ACADEMIC DEA	NS:	RANK S	RANK SALARY		NS:
AGRICULTURE		5 .	122,000 ×	GRADUATE	
		6	115,008 ×		
		•			
RANK	SALARY	AVERAGE "*"	135,211	RANK	SALARY
(CONTINUE	(ם		•	1	116,500 ×
3	127,890 ×	AVERAGE ALL	135,211	2	115,274 ×
4	121,172 ×			3	104,000 ×
		ACADEMIC DEA	NS:	4	88,310 ×
AVERAGE "*"	130,441	CONTINUING	EDUCATION		
				AVERAGE "*"	106,021
AVERAGE ALL	130,441				
		RANK	SALARY	AVERAGE ALL	106,021
ACADEMIC DEA		1	112,000 ×		
	E/ENVIRONMENTAL	· 2	111,678 ×	ACADEMIC DEA	NS:
DESIGN		3	99,773 ×	HOME ECONO	MICS
RANK	SALARY	AVERAGE "*"	107,817		
1	116,690 ×			RANK	SALARY
2	115,137 ×	AVERAGE ALL	107,817	1	125,500 ×
3	112,000 ×	.		2	116,511 ×
4	103,008 ×	ACADEMIC, DEA	ANS:	3	111,010 ×
4415BABE 19-19	•••	EDUCATION		4	106,750 ×
AVERAGE "*"	111,709				
AVERAGE ALL	111 700	DAAN	041.487/	. AVERAGE "*"	114,943
AVERAGE ALL	111,709	RANK	SALARY		
		1	130,410 ×	AVERAGE ALL	114,943
ACADEMIC DEA		2	119,228 ×		,
ARTS AND S	CIENCES	3	105,818 ×	ACADEMIC DEA	INS:
		4	93,200 ×	LAW	
RANK	SALARY	AVERAGE "*"	112,164		
1	152,000 ×	AVERAGE ~	112,104	RANK	SALARY
2	135,000 ×	AVERAGE ALL	112,164	1	155,728 ×
3	126,069 ×	AVENAGE ALL	112,104	2	155,720 ×
4	120,000 ×	ACADEMIC DE	anc.	3	151,500 ×
5	116,454 ×	ENGINEERIN		4	90,000 ×
6 .	113,560 *			•	,0,000 -
				AVERAGE "*"	138,077
AVERAGE "*"	127,181	RANK	SALARY		200,0
· · · · · · · · · · · · · · · · · · ·	,	1	174,720 ×	AVERAGE ALL	138,077
AVERAGE ALL	127,181	2	150,000 ×	WOMING NEE	200,011
		3	145,600 ×	MEDICAL DEAN	ıs:
ACADEMIC DEA	NS:	4	117,575 ×	VETERINARY	
BUSINESS/I		5	113,821 ×	***************************************	
MANAGEMENT					
		AVERAGE "*"	140,343	RANK	SALARY
RANK	SALARY			1	154,830 ×
1	156,725 ×	AVERAGE ALL	140,343	2	142,500 ×
2	142,475 ×		•	3	115,279 ×
3	139,256 ×		·		· · · ·
4	135,800 ×				

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MEDICAL DEAN	s:	RANK S	SALARY	STUDENT SERVI	CES ADMIN.:
VETERINARY			(CONTINUED)		MINORITY/
	,			MULTICULTUR	RAL AFFAIRS
		AVERAGE "*"	64,833		
(CO	NTINUED)			RANK	SALARY
		AVERAGE ALL	64,833	1	81,028 ×
AVERAGE "*"	137,536			2	61,200 ×
	•	STUDENT SERV	ICES ADMIN.:	3	50,000 ×
AVERAGE ALL	137,536	DEAN OF ST	JDENT	4	49,595 ×
	,	AFFAIRS	•		
STUDENT SERV	ICES ADMIN.:			AVERAGE "*"	60,456
CHIEF STUD	ENT SERVICES	RANK	SALARY		
OFFICER		1	. 84,600 ×	AVERAGE ALL	60,456
		2	84,200 ×		
RANK	SALARY	3	77,350 ×	STUDENT SERV	ICES ADMIN.:
1	128,960 ×	•	,		F COUNSELING
2	123,837 ×	AVERAGE "*"	82,050		
3	122,000 ×	NVCIINOE	02,020		
4	114,636 ×	AVERAGE ALL	82,050	RANK	SALARY
5	114,030 ×	AVERAGE ALL	02,030	· 1	75,500 ×
	112,100 ×	STUDENT SERV	TOES ADMIN .	2	73,800 ×
6	100,707 *	DIRECTOR O		3	71,147 ×
44155465 9949	110 407			4	70,800 ×
AVERAGE "*"	118,407	HEALTH CEN	ICK	. 1 5	64,832 ×
	•••		0.41.459/	_	=
AVERAGE ALL	118,407	RANK	SALARY	6	63,861 ×
		1	115,254 *	4115DAG5 40~00	
	ICES ADMIN.:	2	104,547 ×	AVERAGE "*"	69,990
DIRECTOR O	F HOUSING	3	76,100 ×		
			(70,100)×	AVERAGE ALL	69,990
		5	64,492 ×		
RANK	SALARY			STUDENT SERV	
1	84,000 ×	AVERAGE "*"	86,099		F INTRAMURAL
2	76,875 ×			& RECREATION	ONAL SPORTS
3	67,554 *	AVERAGE ALL	86,099		
4	64,200 ×			RANK	SALARY
		STUDENT SERV		1	59,948 ×
AVERAGE "*"	73,157	DIRECTOR O	F CAREER	2	59,000 ×
		SERVICES		3	58,859 ×
AVERAGE ALL	73,157			4	51,000 ×
		RANK	SALARY	· 5	36,990 ×
STUDENT SERV	/ICES ADMIN.:	1	82,100 ×		
DIRECTOR C	F DINING	2	66,850 ×	AVERAGE "*"	53,159
SERVICES		3	64,173 ×		
		4	53,248 ×	AVERAGE ALL	53,159
RANK	SALARY	5	51,455 ×		
1	68,550 ×	6	50,625 ×	STUDENT SERV	ICES ADMIN.:
2	66,700 ×			DIRECTOR O	F INTERNATIONAL
3	59,250 *	AVERAGE "*"	61,409	STUDENT SE	RVICES
		AVERAGE ALL	61,409	RANK	SALARY
				1	59,314 ×
				2	49,870 ×

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STUDENT SERV	ICES ADMIN.:	RANK SA	ALARY	INFO MANAGEM	IENT ADMINISTRATOR:
DIRECTOR O	F INTERNATIONAL	5	59,630 ×	DIRECTOR C	F ACADEMIC
STUDENT SE	RVICES	6	56,036 ×	COMPUTING	SERVICES
RANK	SALARY	AVERAGE "*"	68,430	RANK	SALARY
(CONTINUE	D)			1	116,530 ×
3	48,214 *	AVERAGE ALL	68,430	2	88,500 ×
4	45,055 *			3	78,460 ×
5	37,798 ×	DEVELOPMENT A	ADMINISTRATORS:	4	78,120 ×
		CHIEF PUBL	IC RELATIONS	· 5	56,000 ×
AVERAGE "*"	48,050	OFFICER			
				AVERAGE "*"	83,522
AVERAGE ALL	48,050	RANK	SALARY		
		1	97,250 ×	AVERAGE ALL	83,522
STUDENT SERV	ICES ADMIN.:	· 2	73,325 ×	•	
DIRECTOR O	F STUDENT	3	64,516 ×	IŅFO MANAGEN	MENT ADMINISTRATOR:
ACTIVITIES				DIRECTOR O	DE ADMINISTRATIVE
		AVERAGE "*"	78,364	COMPUTING	SERVICES
RANK	SALARY			•	
1	54,740 ×	AVERAGE ALL	78,364	RANK	SALARY
2	54,300 ×			1	112,425 ×
3 .	44,761 ×	DEVELOPMENT A	ADMINISTRATORS:	2	74,250 ×
4	38,388 × .	DIRECTOR O	F PUBLIC	3	64,816 ×
		RELATIONS		4	57,766 ×
AVERAGE "*"	48,047				
	•	RANK	SALARY	AVERAGE "*"	77,314
AVERAGE ALL	48,047	1	78,000 ×		• •
		2 · ·	55,660 ×	AVERAGE ALL	77,314
STUDENT SERV	ICES ADMIN.:	3	47,215 *		•
DIRECTOR O	F ADMISSIONS		•	RESEARCH ADM	INISTRATORS:
		AVERAGE "*"	60,292	CHIEF RESE	EARCH OFFICER
RANK	SALARY	AVERAGE ALL	(0.202		
1	72,000 ×	AVERAGE ALL	60,292	DAAN	CALABY
2	70,564 ×	DEVEL ORMENT	ADMINISTRATORS:	RANK	SALARY
3	63,484 ×	DIRECTOR O		1	132,000 ×
4	60,200 ×		r ALUNNI	2	121,365 ×
5	54,202 ×	SERVICES	•	3	116,500 ×
9	34,202 ×	RANK	CALADV	4	115,274 *
AVERAGE "*"	64,090	1	SALARY 82,290 *	5	104,140 *
AVERAGE ~	04,070	2	77,200 ×	AVERAGE "*"	. 117 054
AVERAGE ALL	64,090	3	77,200 × 75,500 ×	AVERAGE ***	117,856
AVERAGE ALL	04,070	3	75,500 ×	AVERACE ALL	117 05/
STUDENT SERV	TOES ADMIN .	AVERAGE "*"	78,330	AVERAGE ALL	117,856
	F FINANCIAL	AVERAGE ×	70,330	DECEARCH ARK	4711707047000
AID	· INANCIAL	AVERAGE ALL	78,330		MINISTRATORS:
n		AVERAGE ALL		DIRECTOR (OF RESEARCH SERVICE
RANK	SALARY				
1	79,942 ×			RANK	SALARY
2	76,400 ×			1	72,400 ×
3	74,400 ×			2	64,617 ×
4	64,170 ×			3	51,985 ×
				•	

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	MINISTRATORS: DF RESEARCH SERVICE	RANK SALARY (CONTINUED)		
(C)	ONTINUED)	AVERAGE "*"	75,336	
	JAN ZINGED /	AVERAGE ALL	75,336	
. AVERAGE "X"	63,001	•		
		OTHER ADMINI	STRATORS:	
AVERAGE ALL	63,001	LEGAL COUN	SEL	
AGRICULTURA	L ADMINSTRATORS:			
DIRECTOR	OF COOPERATIVE	RANK	SALARY	
EXTENSION		1	95,700 ×	
		2	91,665 ×	
RANK	SALARY	3	52,212 ×	
1	127,000 ×			
2	108,609 ×	AVERAGE "*"	79,859	
3	92,750 ×			
		AVERAGE ALL	79,859	
AVERAGE "*"	109,453			
		OTHER ADMINI	STRATORS:	
AVERAGE ALL	109,453	HEAD OF LE	GISLATIVE/	
		GOVERNMENT	AL RELATIONS	
OTHER ADMIN	ISTRATORS:			
ASSISTANT	TO THE CHIEF	RANK	SALARY	
EXECUTIVE	OFFICER	1	105,890 ×	
		2	103,600 ×	
RANK	SALARY	3	78,684 ×	
1	132,080 ×	4	47,936 ×	
_. 2	95,970 ×			
3	92,754 ×	AVERAGE "*"	84,028	
4	91,000 ×			
5	88,300 ×	AVERAGE ALL	84,028	
6	63,560 ×			
AVERAGE "*"	93,944			

OTHER ADMINISTRATORS:
DIRECTOR OF AFFIRMATIVE
ACTIONS

93,944

AVERAGE ALL

RANK SALARY

1 86,800 ×
2 82,000 ×
3 66,522 ×
4 66,023 ×

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TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG EIGHTY-SEVEN UNIVERSITIES REPRESENTING FORTY-FIVE STATES BY EMPLOYMENT OPPORTUNITY REGIONS

-NEW YORK AND BOSTON REGION-

The New York and Boston Region as defined by the Equal Employment Opportunity Commission includes the states of Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, and Vermont. The Universities participating from this region are:

- *RUTGERS UNIVERSITY
- *STATE UNIVERSITY OF NEW YORK AT ALBANY
- *STATE UNIVERSITY OF NEW YORK AT BINGHAMTON
- *STATE UNIVERSITY OF NEW YORK AT BUFFALO
- *STATE UNIVERSITY OF NEW YORK AT STONY BROOK
- *UNIVERSITY OF CONNECTICUT
- *UNIVERSITY OF MAINE
- *UNIVERSITY OF MASSACHUSETTS/AMHERST
- *UNIVERSITY OF NEW HAMPSHIRE
- *UNIVERSITY OF RHODE ISLAND
- *UNIVERSITY OF VERMONT



CHIEF EXECUT	TIVE OFFICER:	RANK	SALARY	RANK	SALARY
SING. UNIT	INSTITUTION	(CO	NTINUED)	(00	NTINUED)
CHIEF EXEC	. OFFICER				
		AVERAGE "*"	109,025	AVERAGE "*"	69,079
RANK	SALARY				
1	255,000 ×	AVERAGE ALL	109,025	AVERAGE ALL	69,079
2	170,000 ×				
3	170,000 ×	FINANCIAL AD	MINISTRATOR:	FINANCIAL AD	MINISTRATOR:
4	160,000 ×	ASSOC. VP	FOR HUMAN	DIRECTOR O	F ACCOUNTING
5	155,000 ×	RESOURCES		CONTROLLER	!
6	138,800 ×				
7	138,000 ×	RANK	SALARY	RANK	SALARY
8	134,573 ×	1	119,000 ×	1	112,164 *
9	133,000 ×	2	97,046 ×	2	108,558 *
10	125,000 ×	. 3	62,654 ×	3	97,222 ×
				4	96,366 ×
AVERAGE "*"	157,937	AVERAGE "*"	92,900	5	91,225 *
				6 [:] .	90,440 ×
AVERAGE ALL	157,937	AVERAGE ALL	92,900	7	84,946 ×
				8	80,728 ×
FINANCIAL AL	MINISTRATOR:	FINANCIAL AD	MINISTRATOR:	9	77,000 ×
CHIEF FINA	NCIAL	ASSOC. VP	FOR	10	73,667 ×
OFFICER		FACILITIES	PLANNING		
				AVERAGE "*"	91,232
RANK	SALARY	RANK	SALARY		
1	163,541 ×	1	101,164 *	AVERAGE ALL	91,232
2	149,000 ×	2	101,000 ×		
3	140,000 ×	3	99,751 ×	FINANCIAL AD	MINISTRATOR:
4	132,500 ×	4	95,621 ×	BUDGET DIR	ECTOR
5	123,091 ×	5	95,000 ×		
6	122,445 ×	6	88,795 ×		
7	119,080 ×	7	83,466 ×	RANK	SALARY
8	104,690 ×			1	100,549 ×
9	104,000 ×	AVERAGE "*"	94,971	2	83,800 ×
10	103,500 ×			3	80,500 ×
		AVERAGE ALL	94,971	4	78,179 ×
AVERAGE "*"	126,185			5	75,305 ×
		FINANCIAL AD	MINISTRATOR:	6	73,476 ×
AVERAGE ALL	126,185	INTERNAL A	UDITOR	7	65,177 ×
FINANCIAL AI	MINISTRATOR:			AVERAGE "*"	79,569
ASSOC. VP	FOR	RANK	SALARY		
MANAGEMENT	F & BUDGET	1	95,476 ×	AVERAGE ALL	79,569
		2	82,203 ×		
RANK	SALARY	3	69,000 ×	FINANCIAL AD	MINISTRATOR:
1	125,000 ×	4	66,585 ×	DIRECTOR O	F RESEARCH
2	110,000 ×	5	65,050 ×	ACCOUNTING	;
3	109,585 ×	6	62,500 ×		
4	91,514 ×	7	61,000 ×	RANK	SALARY
		8	50,820 ×	1	82,433 ×
				2	76,003 ×
•				3	63,290 ×

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FINANCIAL ADMINISTRATOR: DIRECTOR OF RESEARCH ACCOUNTING		FINANCIAL ADMINISTRATOR: DIRECTOR OF PERSONNEL		FINANCIAL ADMINISTRATOR: DIRECTOR OF PHYSICAL PLANT	
(CON	ITINUED)	RANK	SALARY	RANK	SALARY
		1	91,127 ×	1	109,695 ×
AVERAGE "*"	73,909	2	90,607 ×	2	90,899 ×
		3	88,878 ×	3	84,270 ×
AVERAGE ALL	73,909	4	80,000 ×	4	83,902 ×
		5	79,667 ×	5	83,000 ×
FINANCIAL ADM	INISTRATOR:	6	79,450 ×	6	76,690 ×
TREASURER C	OR BURSAR	7	77,070 ×	7	44,621 ×
		8	76,910 ×		
		9	74,372 ×	AVERAGE "*"	81,868
RANK	SALARY	· 10	58,414 ×		
1	87,570 ×			AVERAGE ALL	81,868
2	83,342 ×	AVERAGE "*"	79,650		
3	80,779 ×			FINANCIAL ADI	INISTRATOR:
4	64,473 ×	AVERAGE ALL	79,650	DIRECTOR OF	PUBLIC
5	64,405 ×			SAFETY	
6	61,388 ×	FINANCIAL ADI	MINISTRATOR:		
7	57,163 ×	DIRECTOR O	F PAYROLL	RANK	SALARY
8	57,000 ×			1	97,607 ×
9	53,841 ×			2	97,082 ×
10	52,220 ×	RANK	SALARY	3 .	85,513 ×
11	41,142 ×	1	79,072 ×	4	79,786 ×
		2	72,694 ×	5	70,000 ×
AVERAGE "*"	63,938	3	70,488 ×	6	68,847 ×
		4	58,556 ×	7	62,500 ×
AVERAGE ALL	63,938	5	50,590 ×	8	61,050 ×
		6	43,100 ×	9	61,000 ×
FINANCIAL ADI		7	41,764 ×	10	55,419 ×
DIRECTOR O	F PURCHASING			11	52,481 ×
		AVERAGE "*"	59,466		
		***********	FD ///	AVERAGE "*"	71,935
RANK	SALARY	AVERAGE ALL	59,466	AUEDAGE ALL	71 075
1	97,337 ×	ETMANOTAL AR	MINITATO . TOO .	AVERAGE ALL	71,935
2	90,607 ×	FINANCIAL AD		ETNANCTAL AR	MINITETRATOR.
3 4	72,540 × 68,187 ×		F FACILITIES	FINANCIAL AD	
5	65,835 ×	PLANNING		ENVIRONMEN	
6	63,325 ×	RANK	SALARY	ENATKONUEK	IAL SAFEIT
7	61,950 ×	1	78,681 ×	RANK	SALARY
8	61,436 ×	2	72,981 ×	1	86,292 ×
9	54,250 ×	3	72,761 × 70,243 ×	2	84,960 ×
10	49,531 ×	4	54,573 ×	3	83,475 ×
11	45,206 ×	5	54,500 ×	4	79,407 ×
		-		5	74,940 ×
AVERAGE "*"	66,382	AVERAGE "*"	66,196	6	73,468 ×
	,	.,, = .,,	,- /-	7	66,499 ×
AVERAGE ALL	66,382	AVERAGE ALL	66,196	8	65,874 ×
	,-		-	9	61,305 ×
				-	

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FINANCIAL AD		ACADEMIC ADMI	•	ACADEMIC ADM	
	F HEALTH &	DEAN/DIRECT			F INSTITUTIONAL
ENVIRONMEN	TAL SAFETY	ENROLLHENT	MANAGEMENT	RESEARCH	
RANK	SALARY	RANK	SALARY	RANK	SALARY
(CONTINUE	D)	1	110,000 ×	1	82,670 ×
10	55,750 ×	2	90,074 ×	2	82,291 ×
11 .	49,168 ×	3	87,852 ×	3	80,395 ×
		4	86,422 ×	4	79,500 ×
AVERAGE "*"	71,013	5	75,835 ×	5	76,300 ×
		6	75,195 ×	6	74,000 ×
AVERAGE ALL	71,013			7	60,113 ×
		AVERAGE "*"	87,563	8	58,130 ×
ACADEMIC ADM	INISTRATORS:				
CHIEF ACAD	EMIC OFFICER	AVERAGE ALL	87,563	AVERAGE "*"	74,175
		ACADEMIC ADM	INISTRATORS:	AVERAGE ALL	74,175
RANK	SALARY	DIRECTOR OF	F LIBRARIES		
1	170,010 ×			ACADEMIC ADM	INISTRATORS:
2	165,000 ×			REGISTRAR	
3	147,500 ×	RANK	SALARY		
4	140,000 ×	1	120,935 ×	,	
5	133,880 ×	. 2	109,500 ×	RANK	SALARY
6	129,703 ×	3	105,000 ×	1	101,000 ×
7	129,180 ×	4	95,056 ×	2	90,000 ×
8	124,580 ×	5	94,697 ×	3	86,292 ×
9	115,000 ×	6	94,151 ×	4	75,333 ×
10	114,045 ×	7	93,441 ×	5	73,431 ×
11	112,227 ×	8	93,416 ×	6	72,000 ×
		9	93,289 ×	7	70,931 ×
AVERAGE "*"	134,648	10	91,777 ×	8	70,717 ×
		11	87,760 ×	9	69,680 ×
AVERAGE ALL	134,648			10	64,465 ×
·		AVERAGE "*"	98,093	11	53,841 ×
ACADEMIC ADM	INISTRATORS:				
INTERNATIO	NAL EDUCATION	AVERAGE ALL	98,093	AVERAGE "*"	75,245
ADMINISTRA	TOR				
		ACADEMIC ADM	INISTRATORS:	AVERAGE ALL	75,245
RANK	SALARY	MUSEUM DIR	ECTOR		
1	115,170 ×			ACADEMIC DEAL	NS:
2	93,342 ×			AGRICULTUR	E
3	56,650 ×	RANK	SALARY		
4	54,000 ×	1	68,595 ×		
		2	57,304 ×	RANK	SALARY
AVERAGE "*"	79,791	3	49,228 ×	1	142,000 ×
		4	40,966 ×	2	132,709 ×
AVERAGE ALL	79,791			3 .	118,320 ×
		AVERAGE "*"	54,023	4	113,630 ×

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AVERAGE ALL

6 25

* = NASULGC



54,023

ACADEMIC DEA	NS:	RANK S	ALARY	RANK S	ALARY
AGRICULTUR		2	108,497 ×	. 5	133,175 ×
		3	101,000 ×	6	126,240 ×
		4	100,000 ×	7	118,742 ×
(co	NTINUED)	5	98,515 ×	8	118,040 ×
	•	. 6	89,556 ×	9	104,455 ×
AVERAGE "*"	126,665	7	50,261 ×		-
				AVERAGE "*"	134,248
AVERAGE ALL	126,665	AVERAGE "*"	95,164		
		•	·	AVERAGE ALL	134,248
ACADEMIC DEA	NS:	AVERAGE ALL	95,164		
ARTS AND S	CIENCES			ACADEMIC DEA	NS:
		ACADEMIC DEA	INS:	FINE ARTS	
		EARTH SCIE	NCES/		
RANK	SALARY	NATURAL RE	SOURCES	•	
1	150,000 ×			RANK	SALARY
2	128,500 ×	RANK	SALARY	1	147,500 ×
3	122,150 ×	1	119,453 ×	2	119,157 ×
4	118,560 ×	2	113,630 ×	` 3	107,650 ×
5	97,000 ×	3	102,610 ×		
6 ,	90,814 ×			AVERAGE "*"	124,769
		AVERAGE "*"	111,898		•
AVERAGE "*"	117,837			AVERAGE ALL	124,769
		AVERAGE ALL	111,898		
AVERAGE ALL	117,837	•		ACADEMIC DEA	INS:
	•	ACADEMIC DE	NNS:	GRADUATE	
ACADEMIC DEA	NS:	EDUCATION			
BUSINESS/I	NDUSTRIAL				
MANAGEMENT	•			RANK	SALARY
		RANK	SALARY	1	146,343 ×
RANK	SALARY	1	144,315 ×	2	133,000 ×
1	165,650 ×	2 .	119,000 ×	3	112,415 *
2	160,000 ×	3	112,927 *	4	102,532 ×
3	150,969 ×	4	100,615 ×	5	92,700 ×
4	143,388 ×	5	99,400 ×	6	91,124 ×
5	132,681 ×	6	98,900 ×	7	88,603 ×
6	125,570 ×	7	93,008 ×		
7	124,800 ×	8	91,705 ×	AVERAGE "*"	109,531
8	102,038 ×				
9	102,000 ×	AVERAGE "*"	107,484	AVERAGE ALL	109,531
10	88,997 ×	********			
AUEDAGE #**	300 (00	AVERAGE ALL	107,484	ACADEMIC DEA	NS:
AVERAGE "*"	129,609	ACARENTO RE	100 ·	LAW	
AUEDAGE ALL	300 (00	ACADEMIC DE			•
AVERAGE ALL	129,609	ENGINEERI	NG	5 4 4 11 2	
ACARENTO REA	Me .			RANK	SALARY
ACADEMIC DEA		DANIV	CALADV	1	172,237 ×
CONTINUING	EDUCATION	RANK	SALARY	2 3	147,930 ×
		1 2	165,165 ×	3	136,000 ×
RANK	SALARY	3	161,732 × 141,000 ×		
RANK 1	118,320 ×	4	139,681 ×		
-	-10)0C0 ×	7	_U7,0UL ×		

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* = NASULGC

TABLE II (CONTINUED) NEW YORK AND BOSTON REGION

ACADEMIC DEA	NS:	MEDICAL DEANS:		RANK S	ALARY
LAW		DENTISTRY		6	98,332 ×
				7	91,493 ×
				8	82,194 ×
(CO	NTINUED)	RANK	SALARY		
		1	178,500 ×	AVERAGE "*"	115,825
AVERAGE "*"	152,056	2	163,655 ×		
		3	126,000 ×	AVERAGE ALL	115,825
AVERAGE ALL	152,056				
		AVERAGE "*"	156,052	MEDICAL DEAN	S:
ACADEMIC DEA	NS:	,		PHARMACY	
SOCIAL AND	BEHAVIORAL	AVERAGE ALL	156,052		
SCIENCES		*			
		MEDICAL DEAN	S:	RANK	SALARY
RANK	SALARY	HEALTH-REL	ATED	1 ·	139,224 *
1 .	133,576 ×	PROFESSION	AL	2	129,168 ×
2	130,000 ×			3	126,000 ×
3	89,301 ×	RANK	SALARY	. 4	105,593 ×
		1	128,000 ×		
AVERAGE "X"	117,626	, 2	126,000 ×	AVERAGE "*"	124,996
		. 3	117,000 ×		•
AVERAGE ALL	117,626	4	109,535 ×	AVERAGE ALL	124,996
		5 .	97,607 ×		
ACADEMIC DEA	NS:			STUDENT SERV	ICES ADMIN.:
SOCIAL WORK		AVERAGE "*"	115,628		ENT SERVICES
				OFFICER	
		AVERAGE ALL	115,628		
RANK	SALARY			RANK	SALARY
1	146,022 ×	MEDICAL DEAN	IS:	1	129,228 ×
2	122,000 ×	MEDICINE		2	124,000 ×
3	114,000 *	r		3	120,000 ×
4	108,000 *			4	118,125 ×
5	91,392 ×	RANK	SALARY	5	114,915 ×
		1	420,717 ×	6	109,000 ×
AVERAGE "*"	116,283	2	340,000 ×	7	106,530 ×
	,	. 3	227,400 ×	8	101,355 ×
AVERAGE ALL	116,283	4	137,115 ×	9	99,254 ×
		41155465 0000	700	10	96,000 ×
ACADEMIC DEA		AVERAGE "*"	281,308	11	94,860 ×
UNDERGRADU	ATE STUDIES	4950405 411	203 700	AUEDAGE BED	110 207
		AVERAGE ALL	281,308	AVERAGE "*"	110,297
RANK	SALARY	MEDICAL DEAM	IS:	AVERAGE ALL	110,297
1	107,900 ×	NURSING			
2	87,056 ×			STUDENT SERV	ICES ADMIN.:
3	85,263 ×			DIRECTOR O	F HOUSING
		RANK	SALARY		
AVERAGE "*"	93,406	. 1	165,000 ×		
		2	126,600 ×	RANK	SALARY
AVERAGE ALL	93,406	3	125,000 ×	1	117,600 ×
•		4	120,984 ×	2	82,203 ×
	•	5	117,000 ×	3	81,665 ×
•					

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TABLE II (CONTINUED) NEW YORK AND BOSTON REGION

STUDENT SERVICES ADMIN.: DIRECTOR OF HOUSING			STUDENT SERVICES ADMIN.: DIRECTOR OF STUDENT HEALTH CENTER		RANK SALARY (CONTINUED)	
				AVERAGE "*"	58,370	
RANK	SALARY	RANK	SALARY		-	
(CONTINUE))	1	112,332 *	AVERAGE ALL	58,370	
4	73,460 ×	2	102,133 *	•		
5	72,000 ×	3	98,724 ×	STUDENT SERV	CES ADMIN.:	
6	69,523 ×	4	95,900 ×	DIRECTOR OF	MINORITY/	
7	64,964 ×	5	93,659 ×	MULTICULTUI	RAL AFFAIRS	
8	56,020 ×	6	90,124 *			
9	55,000 ×	7	83,000 ×	RANK	SALARY	
10	49,853 ×	8	76,970 ×	1	90,607 ×	
		. 9	66,950 ×	2	66,491 ×	
AVERAGE "*"	72,22 9	. 10	46,476 ×	3	50,000 ×	
				4	46,124 *	
AVERAGE ALL	72,229	AVERAGE "*"	86,627	5	42,024 ×	
	-			6	38,840 ×	
STUDENT SERVE	ICES ADMIN.:	AVERAGE ALL	86,627	-		
DIRECTOR OF	FDINING	•		AVERAGE "*"	55,681	
SERVICES	•	STUDENT SERV	ICES ADMIN.:			
		DIRECTOR O	F CAREER	AVERAGE ALL	55,681	
RANK	SALARY	SERVICES			-	
1	90,338 ×			STUDENT SERV	ICES ADMIN.:	
2	75,057 ×	RANK	SALARY	DIRECTOR O	F COUNSELING	
3	73,430 ×	1 .	71,006 ×			
4	72,430 ×	2	65,992 ×			
5	69,735 ×	3	64,340 ×	RANK	SALARY	
		4	59,370 ×	1	84,625 ×	
AVERAGE "*"	76,198	5	57,778 ×	. 2	80,577 ×	
	•	6	54,366 ×	3	70',233 ×	
AVERAGE ALL	76,198	7	50,650 ×	· 4	69,613 ×	
		8	50,000 ×	5	68,433 ×	
STUDENT SERV	ICES ADMIN.:	9	48,569 ×	6	64,743 ×	
DEAN OF ST	UDENT	10	46,296 ×	7	64,440 ×	
AFFAIRS				8	61,467 ×	
	•	AVERAGE "*"	56,837		-	
RANK	SALARY		-	AVERAGE "*"	70,516	
1	98,119 ×	AVERAGE ALL	56,837		•	
2	79,500 ×			AVERAGE ALL	70,516	
3	79,344 ×	STUDENT SERV	/ICES ADMIN.:			
4	77,249 ×	DIRECTOR (OF STUDENT	STUDENT SERV	ICES ADMIN.:	
5	76,809 ×	UNION .		DIRECTOR O	F INTRAMURAL	
				& RECREATI	ONAL SPORTS	
AVERAGE "*"	82,204	RANK	SALARY		•	
•	-	1	69,735 ×	RANK	SALARY	
AVERAGE ALL	82,204	2	68,120 ×	1	121,000 ×	
<u>-</u>	-	3	57,646 ×	2	66,841 ×	
		4	55,460 ×	3	62,040 ×	
		5	54,750 ×	4	60,981 ×	
		6	52,838 ×	5	58,913 ×	
		7	50,042 ×	6	57,906 ×	
		•	-	•		

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* = NASULGC

TABLE II (CONTINUED) NEW YORK AND BOSTON REGION

STUDENT SERVI	CEC ADMIN .	RANK S	SALARY	DEVELOPMENT	ADMINISTRATORS:
DIRECTOR OF		2	98,000 ×		LOPMENT OFFICER
& RECREATIO		3	79,387 ×		
u Keekekiio	INC OF OR TO	4	78,505 ×		
RANK	SALARY	5	76,773 ×	RANK	SALARY
(CONTINUED		6	70,387 ×	1	158,122 ×
7	54,130 ×	7	69,005 ×	2	150,520 × .
•	2.,2	8	57,310 ×	3	128,500 ×
AVERAGE "*"	68,830	-	•	4	111,570 ×
	. •	AVERAGE "*"	79,921	5	111,000 ×
AVERAGE ALL	68,830		•	6	94,848 ×
	•	AVERAGE ALL	79,921		
STUDENT SERVI	CES ADMIN.:			AVERAGE "*"	125,760
	INTERNATIONAL	STUDENT SER	VICES ADMIN.:		
STUDENT SER	VICES	DIRECTOR (OF FINANCIAL	AVERAGE ALL	125,760
		AID			
RANK	SALARY			DEVELOPMENT	ADMINISTRATORS:
1	86,114 ×	RANK	SALARY	CHIEF PUBL	IC RELATIONS
2	66,148 ×	1	86,500 ×	OFFICER	
3	57,721 ×	2	77,820 ×	•	
4	56,650 ×	3	77,811 ×	RANK	SALARY
5	51,233 ×	4	68,993 ×	1	106,100 ×
6	46,725 ×	5	68,596 ×	2	101,750 ×
7	44,951 *	6	67,610 ×	3	92,000 ×
		7	66,740 ×	4	90,300 ×
AVERAGE "*"	58,506	8	61,700 ×	5	85,774 ×
		9	57,626 ×	6	76,874 ×
AVERAGE ALL	58,506	10	55,011 ×	7	76,390 ×
		11 -	54,014 ×		
STUDENT SERVI	CES ADMIN.:			AVERAGE "*"	89,884 .
DIRECTOR OF	STUDENT	AVERAGE "*"	67,493		
ACTIVITIES	•			AVERAGE ALL	89,884
		AVERAGE ALL	67,493		
RANK	SALARY			DEVELOPMENT	ADMINISTRATORS:
1	68,120 ×	DEVELOPMENT	ADMINISTRATORS:	DIRECTOR O	F SPECIAL EVENTS
2	62,511 ×	CHIEF ADV	ANCEMENT OFFICER		
3	53,354 ×				•
4	52,842 ×			RANK	SALARY
5	52,200 ×	RANK	SALARY	1	64,429 ×
6	51,200 ×	1	158,122 *	. 2	61,853 ×
7	50,042 ×	2	142,160 ×	3	52,047 ×
		3	120,000 ×		
AVERAGE "*"	55,753	4	111,092 *	AVERAGE "*"	59,443
		5	108,809 ×		
AVERAGE ALL	55,753	6	108,700 ×	AVERAGE ALL	59,443
		7	108,570 ×		
STUDENT SERVI	CES ADMIN.:		•	DEVELOPMENT	ADMINISTRATORS:
DIRECTOR OF	ADMISSIONS	AVERAGE "*"	122,493	DIRECTOR C	F PUBLIC
				RELATIONS	
		AVERAGE ALL	122,493		
RANK	SALARY			RANK	SALARY
1	110,000 ×			1	83,000 ×

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TABLE II (CONTINUED) NEW YORK AND BOSTON REGION

DEVELOPMENT	ADMINISTRATORS:	INFO MANAGEM	ENT ADMINISTRATOR:	RANK S	ALARY
DIRECTOR O	F PUBLIC	CHIEF OF I	NFORMATION	4	127,500 ×
RELATIONS		MANAGEMENT	•	5	112,415 ×
				6	108,750 ×
RANK	SALARY	RANK	SALARY	7	99,420 ×
(CONTINUE	D)	1	94,443 ×		-
2	73,200 ×	2	92,000 ×	AVERAGE "*"	125,265
3	72,113 ×	3	90,000 ×		•
4	52,760 ×	4	88,430 ×	AVERAGE ALL	125,265
5	47,148 ×		•		,
		AVERAGE "*"	91,218	RESEARCH ADM	INISTRATORS:
AVERAGE "*"	65,644		•		F RESEARCH SERVICE
	,	AVERAGE ALL	91,218	5255.75 5	
AVERAGE ALL	65,644				
	,	INFO MANAGEM	ENT ADMINISTRATOR:	RANK	SALARY
DEVELOPMENT	ADMINISTRATORS:		F COMPUTING	1	95,400 ×
	F DEVELOPMENT	SERVICES		2	83,718 ×
Janes Ion U		·		3	81,812 ×
		RANK	SALARY	4	76,864 ×
RANK	SALARY	RANK 1	128,328 ×	4 5	76,064 × 73,220 ×
1	96,000 ×	2	107,000 ×	6	73,220 × 70,443 ×
2	77,322 ×	3	96,729 ×	7	•
3	66,630 ×	4	94,240 ×	8	66,790 ×
4	59,490 ×		84,034 ×	0	63,730 ×
7	27,470 ×	5	•	445D405 11×11	D
AVERAGE "*"	76 071	6 7	82,160 ×	AVERAGE "*"	76,497
AVERAGE ×	74,861	,	70,775 ×	AVEDAGE 411	7/ /07
AVERAGE ALL	74,861	AVERAGE WEN	04 750	AVERAGE ALL	76,497
AVERAGE ALL	74,001	AVERAGE "*"	94,752	ACRECIII TURAI	ADMINISTRATORS.
DEVEL OPMENT	ADMINISTRATORS:	AVERAGE ALL	04: 750		ADMINSTRATORS:
DIRECTOR O		AVERAGE ALL	94,752		F COOPERATIVE
SERVICES	r ALUNNI	THEO MANAGEN	ENT ADMINICIDATOR.	EXTENSION	
SERVICES			MENT ADMINISTRATOR:	D. A.A.117	
RANK	CALABY		OF ACADEMIC	RANK	SALARY
	SALARY	COMPUTING	SEKATCES	1	115,612 ×
1	109,500 ×			2	113,630 ×
2	93,852 ×	RANK	SALARY	3	106,321 ×
3	83,697 ×	1 ·	89,810 ×	4	105,708 ×
4	77,190 ×	2	68,492 ×	5	102,770 ×
5	76,622 ×	3	56,960 ×	6	90,000 ×
6	76,529 ×	******			
7	60,000 ×	AVERAGE "*"	71,754	AVERAGE "*"	105,674
8	57,200 ×				
. 9	54,875 ×	AVERAGE ALL	71,754	AVERAGE ALL	105,674
AVERAGE "*"	76,607		INISTRATORS:	OTHER ADMINI	
		CHIEF RESE	EARCH OFFICER		TO THE CHIEF
AVERAGE ALL	76,607			EXECUTIVE	OFFICER
٠		RANK	SALARY	RANK	SALARY
		1	148,150 ×	1	122,669 ×
		2	146,343 ×	2	92,000 ×
		3	134,274 ×	3	77,000 ×
			-	=	

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TABLE II (CONTINUED) NEW YORK AND BOSTON REGION

OTHER ADMINISTRATORS:
ASSISTANT TO THE CHIEF
EXECUTIVE OFFICER

OTHER ADMINISTRATORS: HEAD OF LEGISLATIVE/ GOVERNMENTAL RELATIONS

RANK		SALARY	RANK	SALARY
(CON	INUE	0)	1	115,025 ×
4		75,769 ×	2	106,100 ×
5		74,480 ×	3	80,589 ×
6		74,375 ×	4	78,243 ×
7		69,457 ×	5	75,000 ×
8		48,552 ×	6	59,999 ×
AVERAGE	"¥"	79,288	AVERAGE "*"	85,826
AVERAGE	ALL	79,288	AVERAGE ALL	85,826

OTHER ADMINISTRATORS: DIRECTOR OF AFFIRMATIVE ACTIONS

RANK	SALARY
1	120,489 ×
2	89,995 ×
3	76,779 ×
4	75,680 ×
5	72,470 ×
6	64,311 ×
7	60,271 ×
8	58,500 ×
9	50,000 ×
10	41,970 ×
AVERAGE "*"	71,047
AVERAGE ALL	71,047

OTHER ADMINISTRATORS: LEGAL COUNSEL

RANK	SALARY
1	120,000
2	96,720
3	76,801
4	67,275
5	40,000
AVERAGE "*"	80,159
AVERAGE ALL	80,159

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TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG EIGHTY-SEVEN UNIVERSITIES REPRESENTING FORTY-FIVE STATES BY EMPLOYMENT OPPORTUNITY REGIONS

-PHILADELPHIA REGION-

The Philadelphia Region as defined by the Equal Employment Opportunity Commission includes the states of Delaware, Maryland, Pennsylvania, Virginia, West Virginia, and the District of Columbia. The Universities participating from this region are:

- *TEMPLE UNIVERSITY
- *UNIVERSITY OF DELAWARE
 UNIVERSITY OF MARYLAND AT BALTIMORE
- *UNIVERSITY OF MARYLAND, COLLEGE PARK
- *UNIVERSITY OF VIRGINIA
- *VIRGINIA COMMONWEALTH UNIVERSITY
- *VIRGINIA POLYTECHNIC INST. & STATE UNIVERSITY
- *WEST VIRGINIA UNIVERSITY



CHIEF EXECUTIVE OFFICER:			OMINISTRATOR: For Business	FINANCIAL ADMINISTRATOR: Internal auditor		
CHIEF EXEC			SINESS MGR.			
				BANK	CALABY	
RANK	SALARY	RANK	SALARY	RANK, 1	SALARY	
1	280,000 ×	1	147,499	_	91,900 ×	
2	236,000	2	134,000 ×	2	85,975 ×	
3	233,000 ×	3	120,000 *	3	82,700 ×	
4	190,844 ×	4	96,102 ×	4 .	70,100 *	
5	180,000 × .	5	(92,100)×	5	68,000 ×	
6	167,942 ×	6	84,000 ×	6	56,083 ×	
7	167,940 ×					
8	164,004 ×	AVERAGE "*"	105,240	AVERAGE "*"	75,793	
AVERAGE "*"	197,676	AVERAGE ALL	112,284	AVERAGE ALL	75,793	
AVERAGE ALL	202,466	FINANCIAL AL	DMINISTRATOR:	FINANCIAL AD	MINISTRATOR:	
•		ASSOC. VP	FOR HUMAN	DIRECTOR O	F ACCOUNTING	
FINANCIAL AI	MINISTRATOR:	RESOURCES		CONTROLLER		
CHIEF FINA	ANCIAL					
OFFICER	• '	RANK	SALARY	RANK	SALARY	
		1	151,000 ×	1	123,600 ×	
RANK	SALARY	2	135,000 ×	2	91,600 ×	
1	(190,000)×	3	(101,200)*	3	87,100	
2	167,000 ×	. 4	101,100	4	71,159 ×	
3	163,200 ×	5	82,200 ×	5	69,420 ×	
4	140,006 ×	6	82,000 ×	6	68,200 ×	
5	140,000 ×	7	73,258 ×	7	52,280 ×	
6	132,000 ×					
7	114,129 *	AVERAGE "*"	104,110	AVERAGE "*"	79,377	
8	100,799			•		
	-	AVERAGE ALL	103,680	AVERAGE ALL	80,480	
AVERAGE "*"	149,476					
		FINANCIAL A	FINANCIAL ADMINISTRATOR:		FINANCIAL ADMINISTRATOR:	
AVERAGE ALL	143,392	ASSOC. VP	FOR	BUDGET DIR	ECTOR	
		FACILITIE	S PLANNING			
FINANCIAL A	DMINISTRATOR:					
ASSOC. VP	FOR	RANK	SALARY	RANK	SALARY	
MANAGEMEN	T & BUDGET	1	113,000 ×	1	104,500 *	
		2	108,000 ×	2	87,300 ×	
RANK	SALARY	. 3	106,980 ×	3	85,000 ×	
1	183,000 ×	4	103,999	4	83,500 ×	
2	138,000 ×	5	80,049 ×	5	77,550	
3	129,700 ×			6	68,300 ×	
4 .	97,900 ×	AVERAGE "*"	102,007	, 7	64,417 ×	
AVERAGE "*"	137,150	AVERAGE ALL	102,406	AVERAGE "*"	82,170	
AVERAGE ALL	137,150			AVERAGE ALL	81,510	

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FINANCIAL ADI	INISTRATOR:	FINANCIAL ADM	IINISTRATOR:	RANK S	ALARY
DIRECTOR OF		DIRECTOR OF		5	48,765 ×
ACCOUNTING					
				AVERAGE "*"	72,002
RANK	SALARY	RANK	SALARY		
1	71,159 ×	1	66,300 ×	AVERAGE ALL	72,002
2	55,892 ×	2 .	65,525 ×		
3	51,500 ×	3	58,000 ×	FINANCIAL AD	MINISTRATOR:
4	46,700 ×	4	57,200 ×	DIRECTOR O	F PHYSICAL
		5	55,925 ×	. PLANT	
AVERAGE "X"	56,313				
		AVERAGE "*"	60,590	RANK	SALARY
AVERAGE ALL	56,313			1	95,500 ×
		AVERAGE ALL	60,590	2	88,500 ×
FINANCIAL AD	INISTRATOR:			3	82,000 ×
TREASURER (OR BURSAR	FINANCIAL AD	INISTRATOR:		
		DIRECTOR OF	PERSONNEL	AVERAGE "*"	88,667
RANK	SALARY			AVERAGE ALL	88,667
1	75,000 ×	RANK	SALARY	AVERAGE ALL	00,007
2	73,000 ×	1	90,082 ×	FINANCIAL AD	MINICIPATOD.
3	66,828 ×	2	89,735 ×	DIRECTOR O	
4	61,300 ×	3	77,500 ×	SAFETY	r roblic
5	59,500 ×	3	77,500 ×	SAFEIT	
3	37,300 ×	AVERAGE "*"	85,772	RANK	SALARY
AVERAGE "*"	67,126	MACKAGE ×	05,772	1	110,000 ×
AVERAGE ×	07,120	AVERAGE ALL	85,772	2	89,000 ×
AVERAGE ALL	67,126	AVERAGE ALL	65,772	. 3	85,929
AVERAGE ALL	07,120	FINANCIAL AD	ATNICIDATOD.	4	82,020 ×
FINANCIAL AD	MINICIPATOD.	DIRECTOR OF		5	79,600 ×
	F PURCHASING	DIRECTOR OF	FAIRULL	6	69,800 ×
DIRECTOR OF	TORCHASING			7	57,202 ×
		RANK	SALARY	•	57,202 ~
RANK	SALARY	1	73,780 ×	AVERAGE "*"	81,270
1	86,206 ×	2	61,800 ×	NVENNOE	02,2.0
2	79,300 ×	3	54,555 ×	AVERAGE ALL	81,936
3	78,400	4	54,555 ×	NVENNOE NEE	02,700
4	77,225 ×	5	43,747 ×	FINANCIAL AD	MINISTRATOR:
5	71,300 ×	_	,		F HEALTH &
6 .	63,000 ×	AVERAGE "*"	57,687	ENVIRONMEN	
7	62,613 ×				
8	62,000 ×	AVERAGE ALL	57,687	RANK	SALARY
-		***************************************	,	1	87,400 ×
AVERAGE "*"	71,663	FINANCIAL AD	MINISTRATOR:	2	85,350 ×
	,	•	F FACILITIES	3	77,600
AVERAGE ALL	72,506	PLANNING	· · · • • •	4	68,225 ×
				5	53,748 ×
		RANK	SALARY	, -	·
			(93,500)×	AVERAGE "*"	73,681
		2	81,224 ×		/
		3	69,600 ×	AVERAGE ALL	74,465
		4	66,919 ×		
		•			

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* = NASULGC

TABLE II (CONTINUED) PHILADELPHIA REGION

ACADEMIC ADMINISTRATORS:		ACADEMIC ADM	INISTRATORS:	ACADEMIC DEANS:	
CHIEF ACADEMIC OFFICER			F INSTITUTIONAL	ARTS AND SCIENCES	
		RESEARCH			
RANK	SALARY	RANK	SALARY.	RANK	SALARY
1	230,200 *	1	111,140 *	1	145,000 ×
2	181,000 ×	2	90,000 ×	2	142,000 ×
3	162,500 *	3	85,000 ×	3	140,000 ×
4	(160,000)*	4	73,133 ×	4	138,200 ×
5	150,000 ×	5	66,428	5	135,000 ×
6	149,999	6	65,400 ×		
7	148,502 ×	7	60,810 ×	AVERAGE "*"	140,040
8	138,009 ×				
		AVERAGE "*"	80,914	AVERAGE ALL	140,040
AVERAGE "*"	167,173				
		AVERAGE ALL	78,844	ACADEMIC DEA	INS:
AVERAGE ALL	165,026			BUSINESS/1	NDUSTRIAL
		ACADEMIC ADM	INISTRATORS:	MANAGEMENT	•
ACADEMIC ADM	MINISTRATORS:	REGISTRAR			
INTERNATIO	DNAL EDUCATION			RANK	SALARY
ADMINISTR/	ATOR			1	175,000 ×
		RANK	SALARY	2	162,180 ×
RANK	SALARY	1	91,000 ×	3	162,180 *
1	114,515 *	2	77,425 ×	4	162,000 ×
2	112,240 *	3	76,500 ×	5	156,200 ×
3	102,510 ×	4	73,500 ×	6	145,000 ×
4	64,100 ×	5	69,200 ×	7	125,661 *
5	55,000 ×	6	. 67,318		
		7	45,744 ×	AVERAGE "*"	155,460
AVERAGE "*"	89,673	8	42,010 ×		
				AVERAGE ALL	155,460
AVERAGE ALL	89,673	AVERAGE "*"	67,911		
				ACADEMIC DEA	NS:
ACADEMIC AD	MINISTRATORS:	AVERAGE ALL	67,837	CONTINUING	EDUCATION
DIRECTOR (DF LIBRARIES				
		ACADEMIC DEA	INS:		•
		AGRICULTUR	RE	RANK	SALARY
RANK	SALARY			1	160,000 ×
1	117,650 ×	•		2	128,750 ×
2	117,500 ×	RANK	SALARY	3	107,000 ×
3	112,500 ×	1	139,000 ×	4	101,411 *
4	102,000 ×	2	138,500 ×		
5	99,500 ×	3	130,900 ×	AVERAGE "*"	124,290
6	99,031	4	101,500 ×		
7	93,000 ×			AVERAGE ALL	124,290
8	81,960 ×	AVERAGE "*"	127,475		-
	•		·	ACADEMIC DEA	ANS:
AVERAGE "*"	103,444	AVERAGE ALL	127,475	EDUCATION	
AVERAGE ALL	102,893				
				RANK	SALARY
				1	145,500 ×

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ACADEMIC DEA	ACADEMIC DEANS: RANK SALARY		ALARY	ACADEMIC DEA	NS:
EDUCATION		2 105,000 *		SOCIAL WORK	
		3	100,000 ×		
		4	99,500 ×		
RANK	SALARY		•	RANK	SALARY
(CONTINUE	D)	AVERAGE "*"	111,750	1	128,500
2	125,000 ×			2	110,000 ×
3	121,000 ×	AVERAGE ALL	111,750	3	106,100 ×
4	104,300 ×			4	86,387 ×
5	92,394 ×	ACADEMIC DEA	NS:		
6	92,000 ×	HEALTH/PHY	SICAL	AVERAGE "*"	100,829
_		EDUCATION/	RECREATION		
AVERAGE "*"	113,366			AVERAGE ALL	107,747
		RANK	SALARY		
AVERAGE ALL	113,366	· 1	108,000 ×	MEDICAL DEAM	ıs:
		2	107,500 ×	DENTISTRY	
ACADEMIC DEA	INS:	3	83,600 ×		
ENGINEERIN	IG ,	4	81,714 ×		
			,	RANK	SALARY
		AVERAGE "*"	95,204	1	194,000
RANK	SALARY			2	154,000 ×
1	166,000 ×	AVERAGE ALL	95,204	3	130,110 ×
2	155,000 ×			4	99,300 ×
3	154,000 ×	ACADEMIC DEA	NS:		
4	152,300 ×	JOURNALISM	/COMMUNICATIONS	AVERAGE "*"	127,803
5	143,000 ×				
6	136,500 ×			AVERAGE ALL	144,353
7	126,607 ×	RANK	SALARY		
		1	125,855 ×	MEDICAL DEAM	IS:
AVERAGE "*"	147,630	2	90,371 ×	MEDICINE	
		3	72,000 ×		
AVERAGE ALL	147,630				
		AVERAGE "*"	96,075	RANK	SALARY
ACADEMIC DEA	NS:			1	405,200
FINE ARTS		AVERAGE ALL	96,075	2	275,000 ×
	•			3	254,658 ×
		ACADEMIC DEA	NS:	4	216,700 ×
RANK	SALARY	LAW		5	83,148 ×
1	135,000 ×				
2	115,000 ×			AVERAGE "*"	207,377
3	88,149 ×	RANK	SALARY		
		1	222,810 *	AVERAGE ALL	246,941
AVERAGE "*"	112,716	2	220,000 ×		
		3	167,000	MEDICAL DEAR	KS:
AVERAGE ALL	112,716	4	118,304 ×	NURSING	
ACADEMIC DEA	NS:	AVERAGE "*"	187,038		
GRADUATE			· •	RANK	SALARY
		AVERAGE ALL	182,029	1	136,000
			,	2	136,000 ×
RANK	SALARY		•	3	108,907 ×
1	142,500 ×			4	107,052 ×
_	=,		•	•	,

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MEDICAL DEAN	is:	RANK S	ALARY	RANK SA	LARY
NURSING		6	58,200 ×	7	47,000 ×
		7	47,730 ×		
			·	AVERAGE "*"	65,473
RANK	SALARY	AVERAGE "*"	67,468		
(CONTINUE	D)			AVERAGE ALL	65,473
5	106,513 ×	AVERAGE ALL	67,468		
				STUDENT SERVI	CES ADMIN.:
AVERAGE "*"	114,618	STUDENT SERV	ICES ADMIN.:	DIRECTOR OF	STUDENT
		DEAN OF ST	UDENT	UNION	
AVERAGE ALL	118,894	AFFAIRS	*		
				RANK	SALARY
MEDICAL DEAN	is:	RANK	SALARY	1	83,356 ×
PHARMACY		1	100,000 ⋅¥	2	66,131 ×
		. 2	91,669 ×	3 .	62,000 ×
		3	89,571 ×	4	61,347 ×
RANK	SALARY	4	78,500 ×	5	45,000 ×
1	167,000 ×	5	77,293 ×		
2	156,000	6	75,500 ×	AVERAGE "*"	63,567
3	125,500 ×				
4	120,000 ×	AVERAGE "*"	85,422	AVERAGE ALL	63,567
AVERAGE "*"	137,500	AVERAGE ALL	85,422	STUDENT SERVI	CES ADMIN.:
				DIRECTOR OF	MINORITY/
AVERAGE ALL	142,125	STUDENT SERV	/ICES ADMIN.:	MULTICULTUR	AL AFFAIRS
		DIRECTOR (OF STUDENT	•	
STUDENT SERV	ICES ADMIN.:	HEALTH CEN	NTER	RANK	SALARY
CHIEF STUI	DENT SERVICES			1	75,835 ×
OFFICER		RANK	SALARY	2	72,400 ×
		1	156,900 ×	3	66,700 ×
RANK	SALARY	2	126,900 ×	4	54,900 ×
1	135,000 ×	3	122,916 *		
2	120,000 ×	4	115,299 *	AVERAGE "*"	67,459
3	119,000 ×	5	106,173 ×		
4	116,300 ×	6	99,173	AVERAGE ALL	67,459
5	110,500 ×	7	82,400 ×		
6	95,400 ×			STUDENT SERV	CES ADMIN.:
		AVERAGE "*"	118,431	DIRECTOR OF	COUNSELING
AVERAGE "*"	116,033				
	•	AVERAGE ALL	115,680	,	
AVERAGE ALL	116,033			RANK	SALARY
		STUDENT SER	/ICES ADMIN.:	1	86,900)×
STUDENT SERV	/ICES ADMIN.:	DIRECTOR (OF CAREER	2	85,786 ×
DIRECTOR (OF HOUSING	SERVICES		3	77,226 ×
				4	73,200 ×
•		RANK	SALARY	5	73,184 ×
RANK	SALARY	1	81,400 ×	6	68,788 ×
1	(84,455)*	2	79,554 ×	7	57,500 ×
2	84,200 ×	3	74,822 ×		
3	70,029 ×	4 .	63,545 ×		
4	65,262 *	5	58,620 ×		
5	62,400 ×	6	53,367 ×	-	

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STUDENT SERVICES ADMIN.: DIRECTOR OF COUNSELING			RANK SALARY (CONTINUED)		DEVELOPMENT ADMINISTRATORS: CHIEF DEVELOPMENT OFFICER	
	ITTANIED)	AVERAGE "*"	57,379	DANK	041.457	
(CO	NTINUED)	AUEDAGE ALL		RANK .	SALARY	
AUEDAGE WEW	74 / FF	AVERAGE ALL	57,379	1	170,000 ×	
AVERAGE "*"	74,655			2	165,000 ×	
	5 4 455	STUDENT SERV		3	146,000 ×	
AVERAGE ALL	74,655	DIRECTOR O	F ADMISSIONS	4	81,279 *	
STUDENT SERVE	CES ADMIN.:			AVERAGE "*"	140,570	
DIRECTOR OF	INTRAMURAL	RANK	SALARY			
. & RECREATION	DNAL SPORTS	1	90,000 ×	AVERAGE ALL	140,570	
		2	79,800 ×			
RANK	SALARY	3	77,800 ×	DEVELOPMENT A	ADMINISTRATORS:	
1	75,241 ×	4	65,000 ×	CHIEF PUBL	IC RELATIONS	
2	64,400 ×	5	52,305 ×	OFFICER		
3	58,098 ×	•				
4	56,000 ×	AVERAGE "*"	72,981	RANK	SALARY	
5	45,226 ×	•	-	1	100,550 ×	
6	43,199 ×	AVERAGE ALL	72,981	2	67,400 ×	
			•	3	62,500 ×	
AVERAGE "*"	57,027	STUDENT SERV	ICES ADMIN.:			
	•	DIRECTOR O	F FINANCIAL	AVERAGE "*"	76,817	
AVERAGE ALL	57,027	AID			,	
	•			AVERAGE ALL	76,817	
STUDENT SERV	ICES ADMIN.:	RANK	SALARY			
DIRECTOR OF	FINTERNATIONAL	1	76,676 ×	DEVELOPMENT A	ADMINISTRATORS:	
STUDENT SEI	RVICES	2	72,400 ×		F SPECIAL EVENTS	
		3	70,820 ×			
RANK	SALARY	4	68,650 ×	•		
1	72,932 ×	5	61,368 ×	RANK	SALARY	
2	65,500 ×	6	55,686	1	70,300 ×	
3	43,500 ×		,,,,	2	50,000 ×	
4	40,488 ×	AVERAGE "*"	69,983	3	33,421 ×	
5	39,694 ×		.,	•	33,122	
_		AVERAGE ALL	67,600	AVERAGE "*"	51,240	
AVERAGE "*"	52,423	Welling KEE	0.,000	NVERNOE	52,210	
	,	DEVELOPMENT	ADMINISTRATORS:	AVERAGE ALL	51.240	
AVERAGE ALL	52,423		NCEMENT OFFICER	AVERAGE REE	52,240	
	22,120			DEVELOPMENT	ADMINISTRATORS:	
STUDENT SERV	ICES ADMIN.:	•		DIRECTOR O		
DIRECTOR OF		RANK	SALARY	RELATIONS	·	
ACTIVITIES	01000111	1	170,000 ×	KEERI 10110		
NO.1111110		2	130,650 ×	RANK	SALARY	
RANK .	SALARY	3	120,000 ×	1	85,500 ×	
	(79,091)×	4	90.759 ×	. 2	84,000 ×	
2	53,000 ×	7	, , , , , ,	3	73,600 ×	
3	52,426 ×	AVERAGE "*"	127,852	4	73,600 × 59,000 ×	
4	45,000 ×	MATUMOT #	121 1032	7	97)UUU ×	
.	-3)000 ×	AVERACE ALL	127 852		•	
		AVERAGE ALL	127,852			

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= NASULGC



DEVELOPMENT ADMINISTRATORS: DIRECTOR OF PUBLIC		RANK (C	SALARY DNTINUED)	RANK SALARY (CONTINUED)	
RELATIONS		AVERAGE "*"	82,715	AVERAGE "*"	83,731
(CO	NTINUED)	AVERAGE =	02,715	AVERAGE A	05,751
(00)	NI INOLD)	AVERAGE ALL	82.715	AVERAGE ALL	86,409
AVERAGE "*"	75,525	NULLINGE REE	02,.02		00,10,
NVERNOE -	,	INFO MANAGE	MENT ADMINISTRATOR:	OTHER ADMINI	STRATORS:
AVERAGE ALL	75,525		OF ADMINISTRATIVE		F AFFIRMATIVE
DEVELOPMENT	ADMINISTRATORS:	00 0120	011010		
DIRECTOR O		RANK	SALARY	RANK	SALARY
SERVICES		1	102,145 ×	1	80,000 ×
		2	100,000 ×	2	76,000 ×
RANK	SALARY .	3	85,800 ×	3	73,699
1	94,500 ×	4	73,124 ×	4	73,400 ×
2	84,000 ×			5	70,200 ×
3	81,542	AVERAGE "*"	90,267	6	66,975 ×
4	70,000 ×	***************************************	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	7	64,983 ×
5	66,859 ×	AVERAGE ALL	90,267	8	64,306 ×
6	59,521 ×	***************************************	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	•	.,
7	59,000 ×	RESEARCH AD	MINISTRATORS:	AVERAGE "*"	70,838
. *	37,000		EARCH OFFICER	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	
AVERAGE "*"	72,313	011221 1123		AVERAGE ALL	71,195
AVERAGE ALL	73,632	RANK	SALARY	OTHER ADMINI	STRATORS
AVERAGE ALL	73,632	1	145,000 ×	LEGAL COUN	
THEO MANACEM	ENT ADMINISTRATOR:	2	143,500 ×	LEGAL COOK	JEL
CHIEF OF I		3	142,500 ×		
		4	133,900 ×	RANK	SALARY
MANAGEMENT		5	(125,950)×	1	177,000 ×
D4411/	CALABY	6	108,314 ×	2	100,962 ×
RANK	SALARY 155,000 ×	0	100,514 ×	3	96,000
1	145,100 ×	AVERAGE "*"	133,194	4	92,500 ×
2 3	133,100 ×	MVERMUE ×	133,174	5	88,400 ×
	133,000 ×	AVERAGE ALL	133,194	6	84,910 ×
4 5	- ·	AVERAGE ALL	133,174	в ,	04,710 ×
9	132,000 ×	OTHER ADMIN	TCTDATABC.	AVERAGE "*"	108,754
AUEDAGE ***	170 460			AVERAGE =	100,754
AVERAGE "*"	139,640		TO THE CHIEF	AVERAGE ALL	106,629
AMERAGE ALL	170 (60	EXECUTIVE	OFFICER	AVERAGE ALL	100,029
AVERAGE ALL	139,640	DANK	SALARY	OTHER ADMINI	CTRATORC.
THEO MANAGEM	THE ARMINICIDATED.	RANK			
	ENT ADMINISTRATOR:	1	110,740 ×		GISLATIVE/
	F ACADEMIC	2	99,800	GUVERNIEN	AL RELATIONS
COMPUTING	2EKATCE2	3	82,814 × 80,000 ×	RANK	SALARY
	A 4 4 A 5 V	4	•		
RANK	SALARY	5	.75,100 ×	1 2 "	146,999
1	96,151 ×	6	70,000 ×		121,000 × .
2	81,400 ×			3	114,000 ×
3	78,800 ×		•	4	87,700 ×
4	74,508 ×			5	86,063 ×
•			•	6	75,000 ×

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. ::



OTHER ADMINISTRATORS: HEAD OF LEGISLATIVE/ GOVERNMENTAL RELATIONS

RANK

SALARY

(CONTINUED)

7

53,000 ×

AVERAGE "*"

89,461

AVERAGE ALL

97,680

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TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG EIGHTY-SEVEN UNIVERSITIES REPRESENTING FORTY-FIVE STATES BY EMPLOYMENT OPPORTUNITY REGIONS

-SAN FRANCISCO AND SEATTLE REGION-

The San Francisco and Seattle Region as defined by the Equal Employment Opportunity Commission includes the states of Alaska, Arizona, California, Hawaii, Idaho, Nevada, Oregon, and Washington, as well as the territories of Guam and Samoa. The Universities participating from this region are:

- *ARIZONA STATE UNIVERSITY NORTHERN ARIZONA
- *OREGON STATE UNIVERSITY
- *THE UNIVERSITY OF ARIZONA
- *UNIVERSITY OF CALIFORNIA, SANTA BARBARA
- *UNIVERSITY OF IDAHO
- *UNIVERSITY OF NEVADA, RENO
- *UNIVERSITY OF OREGON
- *WASHINGTON STATE UNIVERSITY



CHIEF EXECUTIVE OFFICER: SING. UNIT INSTITUTION		FINANCIAL ADMINISTRATOR: INTERNAL AUDITOR		RANK SALARY (CONTINUED)	
CHIEF EXEC				(00)	11 211020
				AVERAGE "*"	79,620
RANK	SALARY	RANK	SALARY		
1	183,260 ×	1	83,364 ×	AVERAGE ALL	79,620
2	181,100 ×	2	58,308 ×		•
3	165,279 ×	3	58,109 ×	FINANCIAL ADM	INISTRATOR:
4	137,009 ×	4	55,000 ×	DIRECTOR OF	PURCHASING
5	130,000 ×	5	54,000 ×		
6	120,018 ×	6	53,742 ×		
7	116,964 ×	7	52,500 ×	RANK	SALARY
				1	84,600 ×
AVERAGE "*"	147,661	AVERAGE "*"	59,289	2	77,368 ×
			•	3 .	75,000 ×
AVERAGE ALL	147,661	AVERAGE ALL	59,289	4	64,652 ×
				5	63,036 ×
FINANCIAL AD	MINISTRATOR:	FINANCIAL AD	MINISTRATOR:	6	52,004 ×
CHIEF FINA	MCIAL	DIRECTOR O	F ACCOUNTING	•	22,000
OFFICER		CONTROLLER		AVERAGE "*"	69,443
				,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	0,,
RANK	SALARY	RANK	SALARY	AVERAGE ALL	69,443
1	131,808 ×	1	109.741 ×	***************************************	
2	124,709 ×	2	93,000 ×	FINANCIAL ADM	STRATOR:
. 3	113,420 ×	3	90,739 ×	DIRECTOR OF	
4	104,650 ×	4	86,900 ×	2220.0	
5	103,800 ×	5	73,644 ×		
6	99,493 ×	6	73,000 ×	RANK .	SALARY
7	94,000 ×	7	69,000 ×	1	53,609 ×
•	•		.,,	2	42,432 ×
AVERAGE "*"	110,269	AVERAGE "*"	85,146	3	42,408 ×
			02,210	·	12,100
AVERAGE ALL	110,269	AVERAGE ALL	85,146	AVERAGE "*"	46,150
FINANCIAL AD	MINISTRATOR:	FINANCIAL AD	MINISTRATOR:	AVERAGE ALL	46,150
ASSOC. VP	FOR BUSINESS	BUDGET DIR	ECTOR	,	,
AFFAIRS/BU	JSINESS MGR.			FINANCIAL ADM	INISTRATOR:
				DIRECTOR OF	
RANK	SALARY	RANK	SALARY		
1	131,700 ×	1	101,838 *		
2	103,960 ×	2	95,033 ×	RANK	SALARY
3	86,200 ×	3	91,200 ×	1	83,000 ×
4	75,105 ×	4	81,002 ×	2	75,000 ×
	•	5	78,672 ×	3	70,000 ×
AVERAGE "*"	99,241	6	75,273 ×	4	69,840 ×
		7	69,269 ×	5	68,000 ×
AVERAGE ALL	99,241	8	62,553 ×	6	65,260 ×
	- · , – · -	9	61,742 ×	7	60,000 ×
		•	/- ,	8	51,302 ×
				•	J1,502 ~

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* = NASULGC

TABLE II (CONTINUED) SAN FRANCISCO/SEATTLE REGION

FINANCIAL ADM	INISTRATOR:	RANK SA	LARY	RANK S	ALARY
DIRECTOR OF		3	76,836 ×	3	143,900 ×
D2D	7 3 11 3 3 11 11 11 11 11 11 11 11 11 11	4	75,064 ×	4	115,000 ×
		5	72,500 ×	5	111,708 ×
(CON	TINUED)	6	72,450 ×	6	106,000 ×
(00.0	12,102.07	_	,	7	102,521 *
AVERAGE "*"	67,800	AVERAGE "*"	77,400		-
·	,			AVERAGE "*"	127,341
AVERAGE ALL	67,800	AVERAGE ALL	77,400		
AVERAGE ALL	J. ,000			AVERAGE ALL	127,341
FINANCIAL ADM	INISTRATOR:	FINANCIAL AD	INISTRATOR:		•
DIRECTOR OF		DIRECTOR OF	F PUBLIC	ACADEMIC ADM	INISTRATORS:
		SAFETY		INTERNATIO	NAL EDUCATION
				ADMINISTRA	TOR
RANK	SALARY	RANK	SALARY		
1	57,200 ×	1	79,300 ×	RANK	SALARY
2	56,300 ×	2	66,477 ×	1	112,327 ×
3	56,152 ×	3 ,	63,364 ×	2	95,062 ×
4	53,612 ×	4	60,500 ×	3	90,600 ×
5	52,864 ×	5	60,100 ×	4	90,168 ×
6	48,000 ×	6	57,000 ×	5	79,500 ×
7	38,472 ×	7	51,031 ×	_	
8	22;268 ×	8	39,720 ×	AVERAGE "*"	93,531
•	22,200 ^	•	07,720 ~		,0,202
AVERAGE "*"	48,109	AVERAGE "*"	59,687	AVERAGE ALL	93,531
AVERAGE ALL	48,109	AVERAGE ALL	59,687	ACADEMIC ADMINISTRATORS: DEAN/DIRECTOR OF	
FINANCIAL ADM	INISTRATOR:	FINANCIAL AD	MINISTRATOR:	ENROLLMENT	MANAGEMENT
DIRECTOR OF	FACILITIES	DIRECTOR O	F HEALTH &		
PLANNING		ENVIRONMEN	TAL SAFETY	RANK	SALARY
	•			1	94,037 ×
RANK	SALARY	RANK	SALARY	2	87,834 ×
1	83,066 ×	1	90,640 ×	3	84,460 ×
2	74,100 ×	2	83,494 ×	4	80,012 *
3	66,164 ×	3	67,844 ×		
4	63,355 ×	4	62,100 ×	AVERAGE "*"	86,586
5	61,742 ×	5	60,000 ×		
6	55,344 ×	6	54,648 ×	AVERAGE ALL	86,586
7	54,155 ×	7	44,508 ×	•	
	•			ACADEMIC ADM	INISTRATORS:
AVERAGE "*"	65,418	AVERAGE "*"	66,176	DIRECTOR O	F LIBRARIES
Average all	65,418	AVERAGE ALL	66,176		
AVERAGE ALL	65,410	AVERAGE ALL	00,170	RANK	SALARY
FINANCIAL AD	ATNICIDATAD.	ACADEMIC ADM	INISTRATORS:	1	112,600 ×
			EMIC OFFICER	2	105,442 ×
DIRECTOR OF	LUISTUAL	CHIEL WCWN	LIIIC OFFICER	3	105,442 × 105,000 ×
PLANT				4	92,024 ×
D 4 4 11/	641.457	BAND	CALABY	5	92,024 × 92,000 ×
RANK	SALARY	RANK	SALARY	. 5 6	92,000 × 90,384 ×
1	86,400 ×	1	162,570 ×	_	77,774 ×
2	81,151 ×	2	149,690 ×	7	//)//4 ×

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ACADEMIC ADMINISTRATORS:		RANK SALARY		ACADEMIC DEANS:	
DIRECTOR OF LIBRARIES		6	65,000 ×	BUSINESS/I	NDUSTRIAL
		7 .	63,349 ×	MANAGEMENT	
RANK	SALARY	AVERAGE "*"	68,383	RANK	SALARY
(CONTINUE)	D)		-	1	136,000 *
8	75,961 ×	AVERAGE ALL	68,383	2	120,096 ×
	•			3	117,606 ×
AVERAGE "*"	93,898	ACADEMIC DEA	INS:	4	108,150 ×
		AGRICULTUR	RE	· 5	106,092 ×
AVERAGE ALL	93,898			6	93,814 ×
ACADEMIC ADM	INISTRATORS:	RANK	SALARY	AVERAGE "*"	113,626
MUSEUM DIR	ECTOR	1	144,207 ×		-
		. 2	117,288 ×	AVERAGE ALL	113,626
		3	113,712 ×		•
RANK	SALARY	4	105,653 ×	ACADEMIC DEA	NS:
1	103,953 ×	•	202,020		EDUCATION
2	77,392 ×	AVERAGE "*"	120,215	,	
3	62,000 ×		120,213		
•	02,000 -	AVERAGE ALL	120,215	RANK	SALARY
AVERAGE "*"	81,115	AVERAGE ALL	120,215	1	112,801 ×
AVERAGE -	01,115	ACADEMIC DEA	NC .	2	104,484 *
AVERAGE ALL	81,115		RE/ENVIRONMENTAL	3	100,000 *
AVERAGE ALL	01,119	DESIGN	E PENATRONNEN I ME	4	66,299 ×
ACADEMIC ADMINISTRATORS.		DESIGN		5	65,601 ×
ACADEMIC ADMINISTRATORS: DIRECTOR OF INSTITUTIONAL		RANK	SALARY	9	09,601 ×
RESEARCH	r INSTITUTIONAL	KANK 1		AVERAGE "*"	00 077
RESEARCH		_	117,000 × 106,947 ×	AVERAGE "*"	89,837
DANK	CALARY	2	•	AUEDAGE ALL	
RANK	SALARY	3	96,305 ×	AVERAGE ALL	89,837
1	84,867 ×	4	88,928 ×	ACAREMIA REA	
2	71,200 ×	*****	100 000	ACADEMIC DEA	MS:
3	69,269 ×	AVERAGE "*"	102,295	EDUCATION	
4	66,941 ×				
5	63,853 ×	AVERAGE ALL	102,295		
6	58,893 ×			RANK	SALARY
7	58,476 ×	ACADEMIC DE		1	131,850 ×
		ARTS AND S	SCIENCES	2	120,500 ×
AVERAGE "*"	67,643			-3	110,749 *
				4	110,313 *
AVERAGE ALL	67,643	RANK	SALARY	5	110,100 *
		1	125,000 ×	6	86,804 ×
ACADEMIC ADM	INISTRATORS:	2	124,800 ×	7	86,151 ×
REGISTRAR		3	107,387 ×		
		4	94,712 ×	AVERAGE "*"	108,067
		5	82,500 ×		
RANK	SALARY			AVERAGE ALL	108,067
1	74,100 ×	AVERAGE "*"	106,880		
2	72,306 ×				
3	69,634 ×	AVERAGE ALL	106,880		
4	69,024 ×				
5	65,271 ×				

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ACADEMIC DEANS:		RANK SALARY		STUDENT SERVICES ADMIN .:	
ENGINEERING		3	113,300 ×	CHIEF STUD	ENT SERVICES
		4	104,045 ×	OFFICER	
DAAN	SALARY	AVERAGE "*"	128,211	RANK	SALARY
RANK 1	141,800 ×	AVERAGE ×	120,21,	1	121,500 ×
2	140,382 ×	AVERAGE ALL	128,211	2	117,797 *
3	130,000 ×	AVERAGE ALL	120,211	3	117,777 ×
4	125,145 ×	ACADEMIC DEA	MC.	4	110,000 *
5	119,016 ×	SCIENCE		5	95,004 ×
6	119,010 ×	JUILHUL		6	92,000 ×
7	107,678 ×			7	87,070 ×
8	96,380 ×	RANK	SALARY	•	0//0/0 =
•	70,300 ×	1	126,986 ×	AVERAGE "*"	105,295
AVERAGE "*"	122 310	. 2	110,748 *	AVERNOE ~	105,275
AVERAGE "="	122,310	. <u>2</u> 3	104,088 *	AVERAGE ALL	105,295
AVERACE ALL	122 710	3,	104,000 ×	AVERAGE ALL	105,275
AVERAGE ALL	122,310	AUEDAGE HEN	117.061	STUDENT SERV	TOES ADMIN .
101D51150 D51		AVERAGE "*"	113,941		
ACADEMIC DE	M2:	AUEDAOF ALL	117.061	DIRECTOR O	r MOOSING
FORESTRY		AVERAGE ALL	113,941		
		MEDICAL DEAL	10.	DAAN	CALABY
5 4400	0.41.4597	MEDICAL DEAP	15:	RANK	SALARY
RANK	SALARY	NURSING		1	95,981 ×
1	102,804 *			2	78,042 ×
2	88,093 ×			3	63,777 ×
3	83,120 ×	RANK	SALARY	4	63,000 ×
		1	120,500 ×	5	61,560 ×
AVERAGE "*"	91,339	2	105,134 ×	6	60,500 ×
		3	95,876 ×	7	54,500 ×
AVERAGE ALL	91,339	,		8	54,100 ×
		AVERAGE "*"	107,170	9	48,662 ×
ACADEMIC DE	ANS:				
GRADUATE		AVERAGE ALL	107,170	AVERAGE "*"	64,458
		MEDICAL DEAL	ue.	AVERACE ALL	44 4E0
		MEDICAL DEAP	45:	AVERAGE ALL	64,458
RANK	SALARY	PHARMACY		071105117 05011	ADMIN
1	126,634 *			STUDENT SERV	
2	110,749 ×		041.489	DIRECTOR O	F DINING
3	100,000 ×	RANK	SALARY	SERVICES	
4	87,720 ×	1	135,893 ×		
		2	120,856 ×	RANK	SALARY
AVERAGE "*"	106,276	3	106,704 ×	1	86,700 ×
				2	55,191 ×
AVERAGE ALL	106,276	AVERAGE "*"	121,151	3	44,640 ×
ACADEMIC DE	ANS:	AVERAGE ALL	121,151	AVERAGE "*"	62,177
LAW					
				AVERAGE ALL	62,177
RANK	SALARY				
1	158,500 ×				
	•				
2	137,000 × .				

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STUDENT SERVICES ADMIN.: DEAN OF STUDENT AFFAIRS			RANK SALARY (CONTINUED)		SALARY Ntinued)
AIIAIKS		AVERAGE "*"	63,598	AVERAGE "*"	64,832
RANK	SALARY				0.,002
· 1	. 85,800 ×	AVERAGE ALL	63,598	AVERAGE ALL	64,832
2	80,000 ×				•
3	71,021 ×	STUDENT SERV	CES ADMIN.:	STUDENT SERV	ICES ADMIN.:
4	63,600 ×	DIRECTOR OF	STUDENT	DIRECTOR O	F INTRAMURAL
5	57,112 ×	UNION		& RECREATI	ONAL SPORTS
6	42,276 ×		•		
		RANK	SALARY	RANK	SALARY
AVERAGE "*"	66,635	1	71,500 ×	1	77,641 ×
		2	70,576 ×	2	60,779 ×
AVERAGE ALL	66,635	. 3	61,096 ×	3	54,180 ×
		4	60,805 ×	4	48,678 ×
STUDENT SERV	VICES ADMIN.:	5	59,550 ×	5 .	44,340 ×
DIRECTOR (OF STUDENT	6	58,944 ×	6	35,150 ×
HEALTH CE	NTER	7	54,720 ×		
			•	AVERAGE "*"	53,461
RANK	SALARY	AVERAGE "*"	62,456		-
1	128,123 ×			AVERAGE ALL	53,461
2	98,400 ×	AVERAGE ALL	62,456		
3	95,059 ×			STUDENT SERV	ICES ADMIN.:
4	90,349 ×	STUDENT SERV	CES ADMIN.:	DIRECTOR O	F INTERNATIONAL
5	88,542 ×	DIRECTOR OF	F MINORITY/	STUDENT SE	RVICES
6	86,088 ×	MULTICULTU	RAL AFFAIRS		
7	81,508 ×			RANK	SALARY
8	78,000 ×	RANK	SALARY	1	57,720 ×
9	49,500 ×	1	78,275 ×	2	46,890 ×
		2	60,972 ×	3	38,628 ×
AVERAGE "*"	88,397	3	60,048 ×		
		4	49,102 ×	AVERAGE "*"	47,746
AVERAGE ALL	88,397	5	49,065 ×		
				AVERAGE ALL	47,746
STUDENT SER	VICES ADMIN.:	AVERAGE "*"	59,492		
DIRECTOR	OF CAREER			STUDENT SERV	ICES ADMIN.:
SERVICES		AVERAGE ALL	59,492	DIRECTOR O ACTIVITIES	
RANK	SALARY	STUDENT SERV	ICES ADMIN.:		
1	89,259 ×	DIRECTOR O	F COUNSELING	RANK	SALARY
2 .	74,000 ×		•	1	62,218 ×
3	64,260 ×			2	49,069 ×
4	59,355 ×	RANK	SALARY	3	46,818 ×
5	59,070 ×	1	73,000 ×	4	35,908 ×
6	57,577 ×	2	67,000 ×		
7	53,000 ×	3	66,023 ×	AVERAGE "*"	48,503
8	52,266 ×	4	60,792 ×		
		5	57,346 ×	AVERAGE ALL	48,503

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STUDENT SE	RVICES ADMIN.:	RANK :	SALARY	DEVELOPMENT A	DMINISTRATORS:
DIRECTOR	OF ADMISSIONS	(COI	(CONTINUED)		ALUMNI
		AVERAGE "*"	103,123		
RANK	SALARY			RANK	SALARY
1	89,136 ×	AVERAGE ALL	103,123	1	95,794 ×
2	71,848 ×			2	87,550 ×
3	70,000 ×	DEVELOPMENT	ADMINISTRATORS:	3	83,588 ×
4	67,500 ×	DIRECTOR O	F SPECIAL EVENTS	4	71,429 ×
5	62,688 ×			5	69,084 ×
6	60,000 ×			6	67,263 ×
7	59,668 ×	RANK	SALARY	7	66,765 ×
•		1	84,180 ×	8	64,248 ×
AVERAGE "*	" 68,691	2	66,912 ×	9	52,218 ×
		3	66,699 ×		
AVERAGE AL	L 68,691	4	45,011 ×	AVERAGE "*"	73,104
NVENNOE NE	_		•		
	RVICES ADMIN.:	AVERAGE "*"	65,701	AVERAGE ALL	73,104
	OF FINANCIAL	AVERAGE ALL	65,701	TNFO MANAGEM	ENT ADMINISTRATOR:
AID		AVERAGE ALL	05,701	CHIEF OF I	
54411/	SALARY	DEVEL OPMENT	ADMINISTRATORS:	MANAGEMENT	
RANK		DIRECTOR O		MANAGEMENT	
1	77,430 ×	RELATIONS	r TOBLIC	RANK	SALARY
2	75,793 ×	KELATIONS	•	1	118,000 ×
3	71,848 ×	BANK	SALARY	2	109,695 ×
4	70,000 ×	RANK 1	99,482 ×	3	100,926 *
5	68,395 ×		95,000 ×	4	97,860 ×
6	67,750 ×	2 3	61,200 ×	5	95,300 ×
7	66,280 ×	4	47,084 ×	6	90,342 ×
8	57,727 ×	•	47,004 ×	7	70,000 ×
9	54,600 ×	AVERAGE "*"	75.692	•	70,000 ~
	(3.350	AVERAGE	19,672	AVERAGE "*"	97,446
AVERAGE "*	·** 67,758	AVERAGE ALL	75 400	AVERAGE =	77,440
	. (5.554	AVERAGE ALL	75,692	AVERAGE ALL	97,446
AVERAGE AL	L 67,758	DEUEL ORMENT	ADMINICIDATORS.	AVERAGE ALL	77,770
			ADMINISTRATORS:	THEO MANACEM	ENT ADMINISTRATOR:
	IT ADMINISTRATORS:	DIKECIOK O	F DEVELOPMENT		F ADMINISTRATIVE
CHIEF AL	VANCEMENT OFFICER			COMPUTING	
		DAA#/	CALADY	CONFOITAG	SEKATCE2
		RANK	SALARY	DANK	CALADV
RANK	SALARY	1	121,917 ×	RANK	SALARY 80,000 ×
1	120,000 ×	2	105,000 ×	1	60,489 ×
2	117,797 *	3	78,446 ×	2	·
3	115,000 ×	4	74,450 ×	3	54,996 ×
4	(103,000)*			441PB4 AP 00:	(F 1/0
5	96,500 ×	AVERAGE "*"	94,953	AVERAGE "*"	65,162
6	87,070 ¥			****	(F. 1/0
7	82,493 ×	AVERAGE ALL	94,953	AVERAGE ALL	65,162

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RESEARCH ADMINISTRATORS:		RANK SALARY		RANK SALARY	
CHIEF RESEARCH OFFICER		2	106,021 *	4	101,273 *
		3	85,504 ×	5	82,404 ×
				6	70,324 ×
RANK	SALARY	AVERAGE "*"	101,746		
1	150,000 ×			AVERAGE "*"	98,234
2	126,634 ×	AVERAGE ALL	101,746		
3	125,000 ×			AVERAGE ALL	98,234
4	115,199 *	OTHER ADMINI	STRATORS:		
5	108,868 ×	ASSISTANT	TO THE CHIEF	OTHER ADMINI	STRATORS:
6	104,724 *	EXECUTIVE	OFFICER	HEAD OF LE	GISLATIVE/
7	97,850 ×			GOVERNMENT	AL RELATIONS
		RANK	SALARY		
AVERAGE "*"	118,325	1	92,231 ×	RANK	SALARY
		. 2	87,563 ×	1	91,087 ×
AVERAGE ALL	118,325	3	73,903 ×	2	73,653 ×
		4	71,933 ×	3	71,974 *
RESEARCH ADM	IINISTRATORS:	5	70,287 ×	4	67,000 ×
DIRECTOR O	F RESEARCH SERVICE	6	52,536 ×	5	59,992 ×
		7	48,400 ×	6	51,516 ×
				7	41,000 ×
RANK	SALARY	AVERAGE "*"	70,979		
1 .	95,195 ×		•	AVERAGE "*"	65,175
2	90,396 ×	AVERAGE ALL	70,979		
3	67,442 ×			AVERAGE ALL	65,175
4	65,436 ×	OTHER ADMINI	STRATORS:		
5	60,147 ×	DIRECTOR O	F AFFIRMATIVE		
6	58,000 ×	ACTIONS			
AVERAGE "*"	72,769	RANK	SALARY		
	•	1	85,079 ×		
AVERAGE ALL	72,769	2	81,358 ×		
		3	77,500 ×		
AGRICULTURAL	. ADMINSTRATORS:	4	68,500 ×		
DIRECTOR C	OF COOPERATIVE	5	65,500 ×		
EXTENSION		6	64,864 ×		
		7	59,304 *		
RANK	SALARY	8	55,729 *		
1	111,151 *	9	45,475 *		
2	104,484 *				
3	90,744 ×	AVERAGE "*"	67,034		
AVERAGE "*"	102,126	AVERAGE ALL	67,034		
AVERAGE ALL	102,126	OTHER ADMINI LEGAL COUN			
AGRICULTURAL	_ ADMINSTRATORS:	LLUAL COUN			
	OF AGRICULTURAL				
EXPERIMENT		RANK	SALARY		
		1	114,900 ×		
RANK	SALARY	2	110,282 *		
1	113,712 *	3	110,219 *		
		-	,		

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TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG TWENTY-SEVEN SYSTEMS IN TWENTY-ONE STATES

This table summarizes the data for twenty-seven university systems in twenty-one states. For making this report possible, the University of Arkansas wishes to thank the following universities.

COLORADO STATE UNIVERSITY SYSTEM LOUISIANA STATE UNIVERSITY SYSTEM MINNESOTA STATE COLLEGES & UNIVERSITIES NORTH DAKOTA UNIVERSITY SYSTEM OFFICE OREGON STATE SYSTEM OF HIGHER EDUCATION **RUTGERS - THE STATE UNIVERSITY SOUTHERN ILLINOIS UNIVERSITY** STATE UNIVERSITY SYSTEM OF FLORIDA THE CALIFORNIA STATE UNIVERSITY SYSTEM THE TEXAS A&M UNIVERSITY SYSTEM THE UNIVERSITY OF TEXAS SYSTEM UNIV. & COMMUNITY COLLEGE SYSTEM OF NEVADA UNIV. OF CALIFORNIA OFFICE OF THE PRESIDENT UNIV. OF ILLINOIS - UNIVERSITY ADMINISTRATION UNIV. OF NORTH CAROLINA GENERAL ADMINISTRATION UNIVERSITY OF ARKANSAS SYSTEM UNIVERSITY OF COLORADO SYSTEM OFFICE UNIVERSITY OF HOUSTON SYSTEM ADMINISTRATION UNIVERSITY OF MAINE SYSTEM UNIVERSITY OF MARYLAND SYSTEM ADMINISTRATION UNIVERSITY OF MINNESOTA SYSTEM UNIVERSITY OF MISSOURI, SYSTEM ADMINISTRATION UNIVERSITY OF NEBRASKA, LINCOLN UNIVERSITY OF TENNESSEE SYSTEM UNIVERSITY SYSTEM OF GEORGIA UNIVERSITY SYSTEM OF WEST VIRGINIA **UTAH STATE BOARD OF REGENTS**



CHIEF EXECUTIVE OFFICER:		RANK S	SALARY	RANK SA	ALARY
CHIEF EXECUTIVE OFFICER		10	140,000	5	91,824
		11	135,106	6	86,150
		12	130,000	7	84,950
RANK	SALARY	13	128,717	8	84,625
1	253,300	14	128,367		
2	251,000	15	126,530	AVERAGE	97,657
3	250,000	16	122,650	LEVEL 3 AVG	97,657
4	246,000	17	120,555		
5	233,032	18	117,000	FINANCIAL AD	MINISTRATORS:
6	219,000	19	114,399	DIRECTOR O	F PERSONNEL
7	208,000	20	110,280		
8	207,100	21	108,000		
9	200,500	22	107,028	RANK	SALARY
10	197,232	23	103,000	1	113,500
11	190,000	24	97,500	2	107,268
12	185,000	25	94,360	3	96,932
13	181,167	26	82,524	4	94,760
14	180,828	27	82,000	5 .	92,817
15	180,636			6	90,607
16	178,191	AVERAGE	133,741	7	90,000
17	171,630	LEVEL 2 AVG	133,800	8	87,500
18	164,800			9	61,880
19	160,000	FINANCIAL A	DMINISTRATORS:	. 10	61,596
20	158,644	ASSOC. VI	CE PRESIDENT	11	54,255
21	157,600	FOR FINAN	CE	12	51,500
22	139,050			13	42,300
23	138,300	RANK	SALARY	14	35,400
24	133,668	1	165,000		
25	127,500	2	137,000	AVERAGE	77,165
26	127,400	3	136,931	LEVEL 3 AVG	100,359
27	108,780	4	108,000	LEVEL 4 AVG	66,592
		5	105,134		•
AVERAGE	183,273	6	103,000	FINANCIAL AD	MINISTRATORS:
LEVEL 1 AVO	G 183,273	7	95,303	DIRECTOR O	F RESEARCH
		8	88,580	ACCOUNTING	•
FINANCIAL A	ADMINISTRATORS:	9	83,249		
CHIEF FI	NANCIAL OFFICER			RANK	SALARY
		AVERAGE	113,577	1	105,000
	•	LEVEL 3 AVG	110,658	. 2	85,000
RANK	SALARY		•	3	82,203
1	216,300	FINANCIAL A	DMINISTRATORS:		
2	203,000	ASSISTANT	VICE PRES.	AVERAGE	90,734
3	184,000	FOR FINAN	CE ·	LEVEL 4 AVG	90,734
4	179,920				
5	162,990	RANK	SALARY		
6	160,000	1	121,240		
7	160,000	2	114,720		
8	149,460	3	99,750	•	
9	147,309	4	98,000		

LEVEL = LEVEL OF RESPONSIBILITY

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				•	
	DMINISTRATORS:				
-	OF ACCOUNTING	(60	ONTINUED)	(60	NTINUED)
/CONTROLL	ER	AVERAGE	82,212	AVERAGE	82,607
DANK	SALARY	LEVEL 3 AVG	91,453	LEVEL 2 AVG	113,333
RANK		LEVEL 3 AVG	77,688	LEVEL 3 AVG	73,517
.1	137,000	LEVEL 4 AVG	77,000	LEVEL 4 AVG	75,012
2	126,010	ETNANCTAL AL	DMINISTRATORS:	LLVLL 4 AVO	75,012
3	99,534		DUTATO! KWIOKO:	ACADEMIC ADM	TNTCTPATOPC .
4	97,808	TREASURER			EMIC OFFICER
5	97,222			CHIEF ACAD	ENIC OFFICER
6	95,000	DANK	CALABY		
7	95,000	RANK	SALARY	BANK	CALABY
. 8	93,139	1	115,500	RANK	SALARY
9	93,000		113,520	1	216,300
10	79,100	. 3	95,000	2	204,000
11	78,432	4	94,886	3	179,295
12	60,675	5	79,243	4	175,100
13	50,614	6	76,935	5	168,708
14	50,000	7	71,020	6	163,570
				7	147,500
AVERAGE	89,467	AVERAGE	92,301	8	146,300
LEVEL 3 AVG	99,844	LEVEL 3 AVG	99,630	9	140,000
LEVEL 4 AVG	83,938			10	131,502
		FINANCIAL A	DMINISTRATORS:	11	129,176
FINANCIAL A	ADMINISTRATORS:	AUDITOR		12	127,120
BUDGET D	IRECTOR			13	117,990
•				14	107,028
		RANK	SALARY	15 .	101,551
RANK	SALARY	1	175,000	16	100,786
1	150,800	2	106,910	17	99,300
2	113,635	3	102,800	. 18	98,000
. 3	101,000	4	102,228	19	93,800
4	95,000	5	97,000	20	72,276
5	94,076	6 .	82,435	•	
6	91,500	7	82,203	AVERAGE	135,965
7	87,192	8	81,542	LEVEL 2 AVG	139,643
8	84,100	9	79,975		
9	83,208	10	79,102	ACADEMIC ADM	INISTRATORS:
10	79,625	11	75,000	ASSOC. VIC	E PRESIDENT
11	78,950	12	74,157	FOR ACADEN	IICS
12	75,226	. 13	68,004		
13	73,336	14	66,400	RANK	SALARY
14	60,014	15	64,008	1	165,865
15	59,903	16	63,000	2	150,000
16 .	51,750	17	59,300	3	132,000
17	51,500	18	58,060	4	110,748
18	49,000	19	52,417	5	105,000
	-			6	101,500
				7	98,000
				8	97,703

LEVEL = LEVEL OF RESPONSIBILITY

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	MINISTRATORS: CE PRESIDENT	FACILITIES AD VICE PRESID FACILITIES	DMINISTRATORS: Dent for		AL ADMINISTRATORS: SIDENT FOR	
TOR ACADE	1103	, MOILITIES		AGRICOLIC	, K.C.	
RANK	SALARY	RANK	SALARY	RANK	SALARY	
(CONTINUE	ED)	1	124,836	1	182,000	
9	94,035	2	105,093	2	181,387	
10	82,420	3	105,000	3	142,000	
11	79,000	4	91,800	4	141,500	
		5	82,660	5	91,500	
AVERAGE	110,570	6	82,436	6	51,624	
LEVEL 2 AVG	117,441					
LEVEL 3 AVG	94,906	AVERAGE	98,638	AVERAGE	131,669	
		LEVEL 3 AVG	104,341	LEVEL 2 AVO	168,296	
ACADEMIC ADM	INISTRATORS:	•				
ASST. VICE	E PRESIDENT	FACILITIES AL	MINISTRATORS:	AGRICULTURA	AL ADMINISTRATORS:	
FOR ACADE	MICS	ASSOC. VICE	PRESIDENT FOR	DIRECTOR	OF COOPERATIVE	
	•	FACILITIES		EXTENSION	ł	
RANK	SALARY			•		
1	125,000	RANK	SALARY	RANK	SALARY	
2	117,500	1	101,164	1	138,009	
3	93,397	2	95,000	2	115,612	
4	91,700	3	93,462	3	109,230	
5	89,766	4	77,040			
6	85,000	5	75,860	AVERAGE .	120,950	
7	80,976		,			
8	76,617	AVERAGE	88,505	AGRICULTUR	AL ADMINISTRATORS:	
9	76,591	LEVEL 3 AVG	91,372	DIRECTOR	OF AGRICULTURAL	
10	71,106			EXPERIME	NT STATION	
11	62,400	FACILITIES A	DMINISTRATORS:			
		DIRECTOR OF	FACILITIES	RANK	SALARY	
AVERAGE	88,187			1	135,000	
LEVEL 3 AVG	86,961		•	2	130,304	
		RANK	SALARY	3	(129,000)	
ACADEMIC AD	MINISTRATORS:	1	98,440	4	115,610	
DIRECTOR	OF ACADEMICS	2	93,668		,	
		3 .	88,200	AVERAGE	127,479	
		4	82,512			
RANK	SALARY	5	78,920	INFORMATIO	N MANAGEMENT	
1	90,000	6	76,700	ADMINISTRA	TORS:	
2	84,468	7	67,096	VP INFOR	MATION MANAGEMENT	
3	72,960	8	59,534			
4	60,014	9	55,463	RANK	SALARY	
				1	135,000	
AVERAGE	76,861	AVERAGE	77,837	2	120,036	
		LEVEL 4 AVG	76,202	3	116,177	
				4	99,800	
				5	82,592	

LEVEL = LEVEL OF RESPONSIBILITY

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INFORMATION P	1ANAGEMENT	RANK	SALARY	DEVELOPMENT	ADMINISTRATORS:
ADMINISTRATO		4	93,000	VICE PRESI	
	TION MANAGEMENT	5	85,354	DEVELOPMEN	
VI INFORMA	I TON TIMINGETIEN	6	84,060		•
(CO)	NTINUED)	7	80,800	RANK	SALARY
CO	1111000	8	80,080	1	156,560
AVERAGE	110,721	9	73,222	2	135,516
LEVEL 3 AVG	104,651	10	54,625	3	129,500
LEVEL 3 AVG		10	31,023	4	110,070
INFORMATION	MANACEMENT	AVERAGE	88,175	5	95,000
ADMINISTRATO		LEVEL 3 AVG		6	94,061
	MATION MANAGEMENT	LEVEL 4 AVG	*	•	,,,,,,,,,
FUR INFOR	MAILUN MANAGEMENT	LEVEL 4 AVG	, ,,,,,	AVERAGE	120,118
2444	CALABY	DEVEL ORMENT	ADMINISTRATORS:	LEVEL 2 AVG	124,287
RANK	SALARY		SIDENT FOR PUBLIC	LLVLL L AVO	
1	162,500			DEVEL OPMENT	ADMINISTRATORS:
2	127,500	RELATIONS	•	DIRECTOR O	
3	124,000	·	041.4894	RELATIONS	or Public
4	117,000	RANK	SALARY	KELATIONS	
5	111,276	1	193,700	5 4 4 11/	CALARY
6	96,729	2	134,000	RANK	SALARY
7	89,004	- 3	122,150	1	108,675
8	86,466	4	99,746	2	97,886
9 .	79,000	5	92,832	3	90,700
		6	91,700	. 4	88,881
AVERAGE	110,386	7	88,000	5	86,463
LEVEL 2 AVG	95,001	8	84,240	6	81,648
LEVEL 3 AVG	118,079	9	49,790	7	81,292
				8	77,805
INFORMATION	MANAGEMENT	AVERAGE	106,240	9	76,709
ADMINISTRATO	RS: ASST. VP	LEVEL 2 AV	G 111,298	10	70,238
FOR INFOR	MATION MANGEMENT			11	68,661
		DEVELOPMEN'	T ADMINISTRATORS:	. 12	57,474
RANK	SALARY	VICE PRES	SIDENT FOR	13	55,709
· 1	106,000	LEGISLAT	IVE RELATIONS	14	39,000
2	102,864				
3	91,404	RANK	SALARY	AVERAGE	77,224
4	88,010	1	159,885	LEVEL 3 AVG	81,085
5	63,290	2	145,263	LEVEL 4 AVG	75,166
		3	121,577		
AVERAGE	90,314	4	105,935	DEVELOPMENT	ADMINISTRATORS:
LEVEL 4 AVG	90,314	5	103,522	DIRECTOR (OF LEGISLATIVE
	,	6	99,049	RELATIONS	
INFORMATION	MANAGEMENT	7	90,512		
ADMINISTRATO				RANK	SALARY
	S SERVICES/NETWORK	AVERAGE	117,963	1	125,800
		LEVEL 2 AV		2	115,025
RANK	SALARY	LEVEL 3 AV		3	108,000
1	128,000		• • •	4	101,388
2	108,360			5	100,880
3	94,245			6	99,300
-					

LEVEL = LEVEL OF RESPONSIBILITY

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DEVELOPMENT ADMINISTRATORS:		RANK SALARY		OTHER ADMINISTRATORS:	
DIRECTOR OF LEGISLATIVE		14	55,686	DIRECTOR OF	F INSTITUTIONAL .
RELATION	IS	15	51,516	RESEARCH	
		16	51,344	(
RANK	SALARY	17	47.544	RANK	SALÁRY
(CONTIN	(UED)	18	38,100	1	135,000
7	90,700	19	35,686	2	130,000
8 .	87,810	20	31,930	3	125,000
9	87,000			4	92,880
10	80,790	AVERAGE	80,361	5	90,264
11	65,412	LEVEL 2 AVG	92,775	6	79,000
	,	LEVEL 4 AVG	77,951	7	76,555
AVERAGE	96,555	LEVEL 5 AVG	39,711	8	76,476
LEVEL 2 AV				9	57,200
LEVEL 3 AV		OTHER ADMINI	STRATORS:	10	52,145
LEVEL 4 AV		LEGAL COUN		11	49,275
	30,,00				
DEVELOPMEN	NT ADMINISTRATORS:			AVERAGE	87,618
	R OF DEVELOPMENT	RANK	SALARY	LEVEL 2 AVG	98,319
DIRECTO	CO DEVELOT TIENT	1	223,400	LEVEL 3 AVG	98,119
		2	185,400	LEVEL 4 AVG	74,673
RANK	SALARY	3	150,000	LLVLL 4 AVO	74,075
1	150,520	4	146,640	OTHER ADMINI	STPATAPS .
2	115,200	5	144,665		ASSISTANT TO THE
3	108,000	6	132,000		UTIVE OFFICER
4	94,382	7	125,050	CHIEF EXEC	DITAE OLLICEK
5	93,324	8	120,000	RANK	SALARY
6	90,875	9	117,765	1	130,000
•	70,075	10	-		-
AVERACE	100 717		117,220	2 3	105,000
AVERAGE LEVEL 4 AV	108,717 VG 99,800	11 12	116,640		105,000
LEVEL 4 A	VG 77,000	13	110,500	4	96,216
OTHER ARM	THICKDATABE.		109,750	5	91,301
	INISTRATORS: Ry to the board	14	105,000	6	90,896
SECRETAI	RT IO INE BOARD	15	98,463	7	89,765
		16	88,200	8	79,300
5.4411/	0.41.450	17	88,000	9	78,000
RANK	SALARY	18	80,027	10	77,000
1	148,520	19	79,448	11	68,100
2	117,900	20	74,500	12	60,804
3	117,220	21	64,000	13	50,924
4	115,700	22	63,216	14	49,331
5	111,600	23	40,000	15	39,266
6	100,000				
7	99,000	AVERAGE	112,169	AVERAGE	80,727
8	96,870	LEVEL 2 AVG	112,935	LEVEL 2 AVG	89,054
9	93,557	LEVEL 3 AVG	100,813	LEVEL 3 AVG	84,101
10	85,600			LEVEL 4 AVG	95,955
11	77,000			LEVEL 5 AVG	57,604
12	75,337				
13	57,117				

LEVEL = LEVEL OF RESPONSIBILITY

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OTHER ADMINI	STRATORS:	RANK	SALARY
EXECUTIVE	VICE PRESIDENT	3	700, 191
		4	160,000
		5	106,100
RANK	SALARY		
1	184,000	AVERAGE	190,820
2	162,888	LEVEL 2 AVG	190,820
3	133,500		
4	128,717	OTHER ADMIN	ISTRATORS:
5	47,000	VICE PRES	IDENT FOR
		STUDENT AFFAIRS	
AVERAGE	131,221		
LEVEL 2 AVG	118,026	RANK	SALARY
		1	160,000
OTHER ADMIN	STRATORS:	2	96,000
ASSOC. VIC	CE PRESIDENT FOR	3	94,292
HUMAN RESC	DURCES		
		AVERAGE	116,764
RANK	SALARY	LEVEL 3 AVG	116,764
1	142,656		
2	125,300		
3	121,500		
4	114,750		
5	92,855		
. 6	(92,340)		
7	87,593		
8	83,040		
9	74,247		
AVERAGE	103,809		
LEVEL 3 AVG	99,898		
OTHER ADMIN	ISTRATORS:		
VICE PRES	IDENT FOR		
RESEARCH			
RANK	SALARY		
1	160,000		

OTHER ADMINISTRATORS: VICE PRESIDENT FOR

148,150

135,500

147,883

HEALTH AFFAIRS

2

3

AVERAGE

RANK SALARY 1 280,000 2 216,300

LEVEL = LEVEL OF RESPONSIBILITY

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CHIEF EXECUTIVE OFFICER:	
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SING. UNIT INSTITUTION CHIEF EXEC. OFFICER	4
FINANCIAL ADMINISTRATOR:	
CHIEF FINANCIAL OFFICER	4
ASSOC. VP FOR MANAGEMENT & BUDGET	5
ASSOC. VP FOR BUSINESS AFFAIRS/BUSINESS MGR.	5
ASSOC. VP FOR HUMAN RESOURCES	6
ASSOC. VP FOR FACILITIES PLANNING	6
INTERNAL AUDITOR	6
DIRECTOR OF ACCOUNTING CONTROLLER	7
BUDGET DIRECTOR	8
DIRECTOR OF RESEARCH ACCOUNTING	8
TREASURER OR BURSAR	8
DIRECTOR OF PURCHASING	9
DIRECTOR OF BENEFITS	10
DIRECTOR OF PERSONNEL	10
DIRECTOR OF PAYROLL	11
DIRECTOR OF FACILITIES PLANNING	11
DIRECTOR OF PHYSICAL PLANT	12
DIRECTOR OF PUBLIC SAFETY	12
DIRECTOR OF HEALTH & ENVIRONMENTAL SAFETY	13
ACADEMIC ADMINISTRATORS:	
CHIEF ACADEMIC OFFICER	. 14
INTERNATIONAL EDUCATION ADMINISTRATOR	14
DEAN/DIRECTOR OF ENROLLMENT MANAGEMENT	15
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